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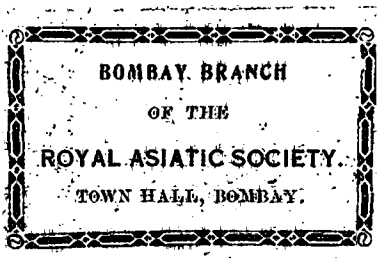

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REPORT

ON

AN ENQUIRY INTO CONDITIONS OF LABOUR IN THE BIDI, CIGAR AND CIGARETTE INDUSTRIES

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BY

D. V. REGE, I.C.S.,

Chairman, Labour Investigation Committee.

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PREFACE.

The Tripartite Labour Conference at its meeting in September 1943 recommended the setting up of a machinery to investigate questions of wages and earnings, employment and housing, and social conditions generally, with a view to provide adequate materials on which to plain a policy of social security for labour. In pursuance of that resolution, the labour Investigation Committee was appointed by the Government of India by Resolution No. L.4012, dated the 12th February 1944 to carry out the investigations. The Committee was instructed to extend its investigations generally to all industrial and semi-industrial labour covered by the Royal Commission on Labour in their Report, with the addition of certain other categories. The Committee was asked by the Government of India to decide in each case the most suitable manner of conducting the enquiry. The Government, however, considered that the method of enquiry should not merely consist of sending out questionnaires to Government agencies and Employers' and Workers' Associations, but should also comprise specific enquiries in individual concerns based on representative sampling.

2. In India, in spite of the quite comprehensive enquiries made by the Royal Commission on Labour and a few Committees appointed by the Provincial Governments, there have remained large lacunae in regard to information on labour conditions in several industries. In particular, broadly speaking, the method of direct enquiry on the spot has not been adopted on a sufficiently wide scale so as to cover the entire industrial structure. Moreover, certain industries, like cotton textiles and coal mining, have received greater attention than others, and even as regards these industries, comprehensive information on an all-India basis has not been available. With a view to making up this deficiency as well as to bringing the available information up to date, the Committee decided that *ad hoc* surveys should be carried out in various industries so as to secure a complete picture of labour conditions prevailing in each : The following industries were selected for the purpose :—

A. *Mining.* (1) Coal. (2) Manganese. (3) Gold. (4) Mica. (5) Iron Ore. (6) Salt.

B. *Plantations.* (7) Tea. (8) Coffee. (9) Rubber.

C. *Factory industry.* (10) Cotton. (11) Jute. (12) Silk. (13) Woollen. (14) Mineral Oil. (15) Dockyard. (16) Engineering. (17) Cement. (18) Matches. (19) Paper. (20) Carpet weaving. (21) Coir matting. (22) Tanneries and Leather Goods Manufacture. (23) Potteries. (24) Printing Presses. (25) Glass. (26) Chemical and Pharmaceutical works, (27) Shellac. (28) Bidi-making, Cigar and Cigarette. (29) Mica Splitting. (30) Sugar. (31) Cotton Ginning and Baling. (32) Rice Mills.

D. *Transport.* (33) Transport Services (Tramways and Buses). (34) Non-gazetted Railway Staff.

E. Other types of labour. (35) Port Labour. (36) Municipal Labour. (37) Central P.W.D. (38) Rickshaw Pullers.

3. The main conception on which the *ad hoc* surveys have been based is that information should be collected on the spot by direct enquiry conducted with the help of the Committee's own staff and that this information should, as far as possible, conform to the sampling methods widely adopted in such work. Owing to great variations in the character of the different industries, however, there could not be a complete uniformity in regard to the methods which had to be adopted to suit the peculiarities of particular industries and centres. For instance, while there are only a few centres and units in certain industries such as potteries, mineral oil, gold, etc., in other industries, such as

textiles, engineering, transport services, plantations, tanneries, bidi-making, etc., a very large number of centres and units in different provinces (and even States) had to be covered. Moreover, some of the industries are modern industries of the large-scale type, wherein factory legislation applies more or less entirely, while others are indigenous handicrafts or small-scale industries, where factory legislation is either inapplicable or partially applicable. Thus, information has not been uniformly available in advance as regards the size, location and ownership of industrial units, such as is necessary before decisions for sampling are taken. Consequently, the technique of representative sampling had to be modified and supplemented so as to obtain whatever information of a reliable character was available. As far as possible, however, in all industries important centres were covered. In each of these centres units were chosen on a sample basis, but it was possible in a few centres to cover all units. The final lists of centres or survey and individual establishments were made out in the light of the impressions gathered during the course of the preliminary tour and in consultation with local authorities. The guiding principle in the selection of centres of survey was to make the survey regionally representative so as to discover differences in the conditions of labour in the same industry in different parts of the country. The selection of individual concerns was generally based on considerations, in order of importance, of (a) size, (b) ownership (private or limited), and (c) whether subject to statutory regulation or not. In this connection, it may be stated that the Committee were greatly handicapped in sampling the units owing to the lack of complete information regarding location and number of units in the selected industries. Unfortunately there are no all-India employers' organisations in some of the organised industries, nor are the statistics maintained by the Central and Provincial Governments at all complete. Moreover, in certain unorganised industries, such as shellac, carpet-weaving, bidi-making, etc., owing to their very nature, no such information could have been readily available in advance. In certain cases, therefore, owing to these difficulties as well as transport difficulties and other exigencies, the sampling could not be fully adhered to. Nevertheless, the Committee have been anxious to gather in the maximum possible information in the limited time at their disposal and with a view to this, they have cast their net as wide as possible. The main instruments of *ad hoc* survey were the Questionnaires. These were of two kinds :—(a) the main *ad hoc* survey questionnaire on points likely to be common to all the industries surveyed, and (b) supplementary and special questionnaires in respect of certain industries, such as plantations, mines, railways, rickshaw pullers, port labour, municipal labour, glass, shellac, micca, etc. The main questionnaire was accompanied by a tabular form for entering wage data and this was used wherever possible. In the case of certain surveys, however, such as salt, paper, cotton, woollen and jute textiles, dockyards, silk, cement and gold mining, it was possible to conduct by personal investigation of industrial establishments, examination of their collected was supplemented and checked with replies to the Questionnaires received.

4. For the purpose of conducting enquiries, a sufficiently large field staff, consisting of 16 Supervisors and 45 Investigators, was appointed. Before the commencement of field work, all the Supervisors (with the exception of those working in Bengal) were called to the Committee's headquarters at Simla and given detailed instructions on the technique and scope of the enquiries to be conducted by them, the manner in which they were to submit their data, and the centres and units which they were to investigate. In addition, both Supervisors and Investigators were provided with written instructions regarding the

use of questionnaires, sampling of concerns (where this could not be done in advance), filling of the wage forms, etc. In particular, they were asked not only to collect information on the spot but also to draw upon every other possible source of information. In doing so, they were required to distribute copies of the questionnaires in the centres assigned to them not only amongst the sampled units but also amongst Employers' and Workers' associations in the industry and such other associations and individuals as were likely to be interested in the subject. They were also asked to get into touch with officials of Central and Provincial Governments connected with labour and obtain such facilities as might be necessary in doing their work.

5. As far as the field work in Bengal was concerned, it was done by the staff of the Committee under the guidance and supervision of the Labour Commissioner, Bengal, and his subordinate officers. Members, however, paid visits to selected centres and units in Bengal to obtain first-hand knowledge of local labour conditions.

6. The Committee's survey covered all Provinces with the exception of the North-West Frontier Province where none of the industries selected for survey was sufficiently important. It extended to many of the Indian States also, such as Kashmir, Patiala, Gwalior, Baroda, Mysore, Sandur, Travancore, Cochin, Bundi, Indore and some of the States of the Eastern States Agency. No survey was undertaken in the Hyderabad State as that State preferred to appoint its own Labour Investigation Committee, with terms of reference identical to those of this Committee, for enquiry into local labour conditions.

7. In dealing with the *ad hoc* survey work, several courses were open to the Committee :—(i) the Committee, as a whole, to study each industry, (ii) the surveys to be distributed region-wise and each Member put into charge of a region, and (iii) each Member to be entrusted with a few surveys throughout India. With a view to speedy and efficient work, the third course was actually adopted. This departure from the usual procedure of the Committee as a whole dealing with the work was necessary in view of the immensity of the task and the necessity of maintaining an all-India prospective. Moreover, it was felt that this procedure would enable Members to make a specialised study of labour conditions in individual industries in different parts of the country. It was also felt that the peculiar problems of industrial labour had more an industry-wise than a region-wise dispersion and that the procedure would be helped to future legislation which has to take into consideration the diversified conditions of each industry. It will be seen, however, that in the Reports the factual material has been presented both on an all-India and on a regional basis.

8. Thanks and acknowledgments are due to Provincial Governments, State Authorities, Labour Commissioners (and particularly the Labour Commissioner, Bengal), Directors of Industries, Chief Inspectors of Factories, Port Authorities, local bodies, employers' and workers' associations, managements of the units surveyed and all others who rendered help in the collection of the data presented in these Reports.

D. V. REGE, *Chairman.*

S. R. DESHPANDE
AHMAD MUKHTAR
B. P. ADARKAR
Members.

TEJA SINGH SAHNI,
Secretary

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Thanks are due to Supervisors Messrs. D. W. Gaitonde, R. V. Mathai, B. S. Rama Rao and A. K. Gupta and Investigators Messrs. L. G. Joshi, M. Sultan, J. Kadavan and Miss K. D. Mukar for their assistance in the collection of data.

INTRODUCTION.

India is one of the principal tobacco producing countries of the world. It occupied the first rank but since the separation of Burma its position is second only to the U.S.A. India produces about one-fourth of the world tobacco. The annual value of the crop in India was estimated in 1939 at about 18 crores of rupees[1]. Tobacco constitutes, therefore, an important money crop to the agriculturists.

"Tobacco is possibly the most democratic luxury and as such is a rich man's solace and a poor man's comfort." It was first brought into India by the Portuguese for their *hookah* about the year 1508. The only two species cultivated in India are *nicotiana tabocum* and *nicotiana rustica*. Nearly three-fourths of the area is under the former variety which is grown all over the country. The plant is pink flowered with large sessile leaves and forms the most important source of tobacco of commerce. The latter is widely cultivated in Eastern Bengal, Assam, the United Provinces, the Punjab and Kashmir. This species differs from the other by being a smaller and hardier plant with yellowish flowers and stalked smaller leaves[2].

The chief tobacco growing provinces are Madras, Bengal, Bombay and Bihar. More than half the Indian production is concentrated in five clearly defined zones. The North Bengal (including Cooch Behar State) and North Bihar areas are both important for the production of *hookah* and other types of tobacco. The Charotar area in Gujerat and Nipani area in the South of the Bombay Presidency have a special reputation for their bidi tobacco whereas the remaining area, that of Guntur in the Madras Presidency, is outstanding for the production of high class cigarette leaf. The area under tobacco has of late appreciably increased in Madras due to the increased cultivation of cigarette and pipe tobacco for purposes of export. In 1941-42, the area under tobacco was 1,361,000 acres and the production was estimated at 1,055 million lbs. The tobacco produced in this country is almost entirely used for home consumption, the average annual exports from the country being only about 2 per cent. of the total production[3].

"Tobacco is manufactured into many different forms for different purposes. The importance of the manufactured products can be gauged by the ex-factory value of the various products mentioned below. The figures in brackets show the value of the product in crores of rupees :—

(i) Hooka (9.60), (ii) Cheroots (9.20), (iii) Bidis (7.52), (iv) Cigarettes (5.86), (v) Chewing (3.02), (vi) Snuff (1.53), (vii) Cigars (0.15) (Total=36.88).

"Apart from cigarettes, the other tobacco products are prepared with little of standard machinery, leaving room for mushroom manufacturers and thus leading to a great variation in the quality of products, standardization of which is engaging attention[4]."

The present survey deals with labour conditions in bidi, cigar and cigarette industries. There is practically no area in India where bidis are not manufactured to some extent. The Report on the Marketing of Tobacco in India and

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[1]Report on the Marketing of Tobacco in India and Burma, 1939, p. 69.

[2]Hand Book of Commercial Information for India, Third Edition, p. 372.

[3]Report on the Marketing of Tobacco in India and Burma, 1939, p. 3.

[4]The Indian Year Book, 1944-45, p. 710.

Burma, 1939, states that about ¼th of the total production is concentrated in the Central Provinces while Madras and Bombay together contribute about 40 per cent. of the total bidi production and the remainder is distributed over the rest of the country. Cigars are made almost entirely in the Madras Province. Cigarette factories are spread all over India but the more important ones are located in Bombay, Calcutta, Bangalore, Saharanpur and Monghyr. The areas selected for investigation are the Central Provinces, Bombay, Madras, Bengal and Mysore State for bidis, Madras Province for cigars and Bombay. Poona, Calcutta, Bangalore and Saharanpur towns for cigarettes.

CHAPTER I.

SURVEY OF LABOUR CONDITIONS—GENERAL.

Labour Legislation and its Enforcement.

The Factories Act does not apply to bidi factories anywhere except in the Bombay Province where bidi factories employing 20 or more persons have been brought under the Act by a notification under section 5(1) of the Act and certain provisions of the Act relating to working hours, sanitation, lighting, employment of children, etc., are made applicable to them. But the notification does not cover most of the workshops in Bombay city as they employ less than 20 workers. Such workshops, however, come under the Bombay Shops and Establishments Act, 1939, which regulates hours of work and employment of children only. Sanitation, ventilation, lighting, etc., in these workshops are regulated by the conditions in the licence which every workshop has to obtain from the Bombay Municipal Corporation. The observance of these conditions is not rigorously enforced by the Municipal Sanitary Inspectors with the result that conditions in some of the workplaces are disgraceful. In other centres, in the bidi factories covered by the notification, things are only a shade better but most of the provisions of the Factories Act, especially those relating to sanitation, provision of latrines and urinals, supply of drinking water, etc., are not enforced, presumably for want of adequate inspecting staff. Even where inspections are made, they do not seem to have the desired effect in most cases, as the same defects are pointed out time and again without enquiring why the previous comments were left unheeded.

The Madras Government had applied the Factories Act in 1937 to bidi factories employing 20 or more persons, but the measure proved unsuccessful as no prosecutions could be launched for violation of the Act as branchmen gave incorrect names and workplaces were changed. When the Government of India amended Section 5 of the Factories Act in 1941, bidi factories were omitted by the Madras Government from the fresh notification issued under this Section.

C. P. Unregulated Factories Act.

A special Act, *viz.*, the C. P. Unregulated factories Act was framed in the Central Provinces in 1937 to cover un-regulated factories. It applies to all bidi factories employing 50 or more workers though power is given to the Provincial Government to extend the Act to bidi factories employing 25 or more workers. It regulates employment of women and children, hours of work, rest and holidays and lays down minimum standards of health and sanitation in the factories. It was applied to the bidi factories in February 1938.

The following note about the working of this Act is furnished by the Chief Inspector of Factories, Central Provinces and Berar.

"In 1938, there were 34 bidi factories employing 1,741 adults and 30 children coming within the purview of the Act. The number of these factories rose in 1941 to 129 employing 3,840 adults and 111 children*. In 1942 there was no increase. In 1943, there were 130 factories employing 4,314 adults and 32 children*. The increase is due to Inspectors' efforts to bring on the register all such premises as were subject to the Act. The number of such premises during 1944 showed a downward trend being 61 employing 2,976 adults and 21 children, the reason being that the occupiers of these factories, perhaps to evade the provisions of the Unregulated Factories Act, began splitting up their concerns so as to to reduce the number of employees below the

*As only factories employing 50 or more come under the Act, the total number of workers employed should have been more. Factories have been breaking up to escape the Act but the Factory Department continued to retain them on the register till it was satisfied. Many of these factories have been removed from the register in 1944.

statutory limit of 50. After the Government had issued directions on the recommendations of the Bidi Industry Committee, one of the Inspectors of Factories was deputed to visit the centres of bidi manufacture and report whether the directions given were being carried on by the factories or not. Based on his report that *lattichat* and *zalchat* were being made a practice in some factories, the Chief Inspector of Factories had issued a circular warning to all the occupiers of these factories to discontinue at once such deductions. A few months later another Inspector was deputed to visit these places and report on the position. He found that bidi rolling had been mostly discontinued in the factories at the premier centres and that this was now being carried on in villages in the interior where cheap labour and housing could be available. Due to the peculiarity of the trade the premises and the volume of employment kept on changing. Only heating, bundling, labelling, packing and such sundry jobs were done at the centres and mostly these factories maintained a staff of less than 50 workers. In villages bidi rolling was done by numerous small groups or families in their own houses. The proceeds were collected by petty contractors and brought to the centres. The number of factories subject to the Act is thus declining."

The application of the Act to the bidi factories was resisted by the factory owners who split up their factories and established workshops in villages with a view to evade the Act. The C.P. Bidi Industry Committee, 1939-41 writes : " If circumvention of enacted legislation is allowed in such wholesale fashion, it is futile to suggest any amelioration of the working conditions by means of legislation[1]". Even in those factories where the Act applies, it has not been strictly enforced for want of adequate inspectorate. A further step was taken by the Central Provinces in 1941 by framing model bye-laws under the C. P. & Berar Municipalities Act, for the regulation of conditions in the bidi factories. These bye-laws which have been so far adopted by 18 municipalities (including Bhandara, Tumsar and Gondia) and 4 Notified Area Committees require the bidi factories within the municipal limits to be licensed and some of the conditions for granting licence are that the employer should satisfy specifications as to areas and material used for bidi factories, that the factories should be established in healthy and sanitary surroundings and that children below 10 years of age should not be employed. These bye-laws also do not seem to be properly enforced with the result that most of the bidi factories in the Central Provinces can be said to be under no regulation as regards working conditions and hours of work.

It will thus be clear that there is almost no control over working conditions, health and sanitation in bidi factories. In view of the extremely large number of bidi-making establishments employing small number of persons, it is futile to apply the Factories Act or any modified form of it to them. The only way to deal with the situation appears to be to encourage establishment of big factories by issuing licences to such factories only and bringing them under the Factories Act and similar other legislation which should then be strictly enforced. Both the manufacturers and the bidi workers in the Central Provinces favour this course. The existence of big factories will also make it easy to have Standing Orders and social security measures.

The Factories Act applies only to cigar factories in Dindigul. It applies to all the cigarette factories and its provisions are duly observed except that section 50 which prohibits employment of children who have not completed their twelfth year was found to be disregarded in certain factories in Calcutta.

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[1]The Report, p. 18.

The Payment of Wages Act does not apply to bidi and cigar factories except in the Central Provinces where it was applied to bidi factories coming under the Unregulated Factories Act by a notification issued on the 13th December 1938 as it was found that efforts at the stricter administration of the latter Act were obstructed by the factory owners by resorting to wage cuts and other ingenious deductions from the wages earned by the workers. The application of the Act, however, was not very successful in the absence of adequate inspectorate, and illegal deductions from wages for bad workmanship are found even in those factories to which the Act applies. These deductions were a very common feature in this industry and though they have considerably gone down as a result of increased demand for bidis and organisation among workers, it is likely that they may raise their heads again when the demand slackens. The argument of the factory owners that deductions are necessary to check bad work and the spoiling of their trade marks is untenable as the application of the Act has not led to any tendency for bad work in other industries. It is stated by the C.P. Bidi Industry Committee that no concrete evidence was brought before it to support the contention of the factory owners. There are several ways of punishing bad work and even dismissal of a chronic bad worker will not be resented by his co-workers. As the rejected bidis are sold by the factory owners, though generally at a somewhat reduced rate, it is hardly fair to refuse wages to the workers. Such bidis are comparable to ' damaged cloth ' in textile mills or articles spoiled in the course of manufacture for which deduction shall not exceed the amount of the damage or loss caused to the employer, *vide* section 10 of the Payment of Wages Act. As the deductions are not treated as fines and utilised for the benefit of workers, they are only an indirect way of lowering the wage rates. The Act applies to the cigarette factories and is properly observed.

The Maternity Benefit Act applies to only one cigar factory (Spencer's) and to cigarette factories, except in Bangalore, and its provisions are duly complied with. In view of the large number of women employed in bidi factories, it is essential that the Act should be applied to bidi factories governed by the Factories Act in order that women well advanced in pregnancy may not continue to work because of their dire poverty.

The Employment of Children (Amendment) Act, 1939, applies to bidi workshops and prohibits the employment of children who have not completed their twelfth year. Employment of children in bidi making has appreciably gone down since the Report of the Royal Commission and this is admitted by union leaders in the Central Provinces and Bombay. This piece of legislation is, however, disregarded in South India, Bengal and also in some parts of the Bombay Province. Workers bring their own or their neighbours' children to help them in cutting leaves and tying thread on the bidis, etc., and pay them a pittance of a few annas per day. The children have to work as long hours as their employers. They are not, of course, shown on the registers and they make themselves scarce as soon as an Inspector comes to the factory. It may be stated here that generally the children are employed by the workers and not by the employers who, however, connive at their presence in the workshops as they are essentially a cheap labour. The only way to stop this evil is to enforce the Act vigorously. Sub-divisional Magistrates and Tahsildars have been generally appointed as Inspectors for the purposes of the Act but they hardly have any time to attend to this work. This Act does not apply to cigar factories.

Child labour is not generally pledged but cases of the infringement of the Children (Pledging of Labour) Act, 1933, came to notice in bidi factories in some parts of South India.

Process of Manufacture.

The manufacture of bidis is a very simple process which can be learnt in about 3 months' time. The raw materials required for bidi making are tobacco mixture and wrapper leaf. The more popular and widely used tobaccos are from Gujerat (Charotar) and Nipani in the Bombay Province. Sometimes tobacco from other areas is mixed with these varieties to cheapen the cost of manufacture. The wrappers used for making bidis are the leaves of *tendu* trees which grow wild in the forests of Central India, the Central Provinces and Hyderabad State. On an average, a leaf yields two to three bidi wrappers. The implements needed are a pair of scissors and bamboo trays. The actual process of bidi making all over India is as follows : The wrapper leaves are steeped in water to make them soft. They are then cut into rectangular shapes the average dimensions of which are about 3.2 inches in length on one side, about 3 inches length on the other side and 1.8 inches and 1.5 inches in breadth on the two sides. Some of the manufacturers, particularly in the Central Provinces, provide the workers with a piece of tin of the proper shape and size to enable them to cut the leaves correctly. The workers sit in rows with a quantity of tobacco mixture in a bamboo tray and a number of cut pieces of wrapper leaves by their side. The wrapper is held by the worker in his left hand and the tobacco mixture is placed on it and evenly spread along the length. The wrapper is then rolled between the figures and palms of hand or by a swift movement of fingers only into a conical shape. The top or broad end is then closed by bending it over the wrapper with the fingers or a wooden stick. The other end is tied with a piece of white or coloured cotton thread. It is the usual practice with the manufacturers to use threads of different colours to distinguish different brands. The whole thing is done in a few seconds. The prepared bidis are at the end of the day made up into small bundles of 25 (or 50 in Bombay) and submitted for inspection, as payment is made only for good bidis. They are then arranged in trays which are placed in a warm room for drying, after which each bundle is wrapped in thin paper and labelled. Generally there are three sizes of bidis, big, medium and small, according to their length which are about 3 inches, 2½ inches and 2 inches respectively. About 4|5ths of the bidis manufactured in the country are of medium size. The quality of a bidi depends on wrapper leaf, quality and quantity of tobacco mixture and rolling.

As regards cigar manufacture, " after the tobacco bundles are received in the factory, they are slightly moistened by spraying water on them to facilitate handling without breakage. The leaf is then sorted out into filler, wrapper and binder, which constitute the three parts of a cigar, as well as of a cheroot. The filler tobacco forms the central core of the cigar while the binder binds the filler and holds it into shape. The wrapper leaf is wrapped on the outside of the cigar and indicates the quality of the cigar, so far as the external appearance is concerned.

" The filler leaf is then again moistened and stripped by taking off the midrib. The larger manufacturers do not recommend flavouring of tobacco, but some of the smaller factories use essential oils for flavouring. The stripped leaves are then dried and kept in store for use. They are then further sorted into longer leaves used for wrappers and smaller ones for fillers. The fillers used are mainly of Trichinopoly origin and occasionally also from Guntur. The wrapper leaf which is usually imported from abroad should be thin, soft, pliable and entirely devoid of bitter taste. The filler leaves are then rolled into small cylinders over which the binders are tied. The rough cigars thus rolled are afterwards kept in a press for some time until well set. Superior wrapper which is kept ready in a rolled form is then applied on in moist condition over the rough cigar, starting at the lighting end and finishing at the

other end by fastening the edges of the wrapper with a paste. After this, they are packed in thin wooden cases to contain 25, 50 or 100 cigars. A few manufacturers stifle the cigars for some time by keeping them at a temperature of 150° to 160° in a steam chamber before packing to keep them free from insect attack[1]".

The manufacture of cigarette is an extremely elaborate and complex affair. Selection and blending of tobacco leaf is done first and the blender is often the most important person in all cigarette factories. " After the leaf is selected, the tobacco is taken to the steaming or re-conditioning room where it is passed through a series of chambers permeated with moisture which renders the leaf soft and pliable and fit for handling. Afterwards, the midrib of the leaf is removed, if this has not already been done before the leaf reaches the factory. The stripped or stemmed leaf is then built into heaps and allowed to 'case' or mature which is considered to sweeten and mellow the tobacco. At this point the leaf is considered ready for manufacture and taken to the cutting room where it is cut into fine shreds by the cutting machines. The cut tobacco is then passed through a machine consisting of large revolving cylinders which are heated. This has the effect of loosening the cut tobacco and making it light and fluffy. Afterwards, it is passed into revolving drums, through which cold air is circulated and over a series of sieves where particles of dust or stem are extracted. The cut tobacco is then taken to the storage room where it cools and matures for about two days after which it is considered ready for manufacture into cigarettes.

" The cigarette making machine is a fast running machine and great care is necessary to ensure that all the cigarettes that are put through are well filled and that the cigarette paper is properly printed, as the printing is done by the same machine which makes the cigarettes. The making of cigarettes is skilled work and an operator has to receive a considerable amount of training before he is able to make satisfactory cigarettes, as there are several points that have to be watched. The cut tobacco is fed into large hoppers at the back of the cigarette machine. From here it is drawn over a wide shute by fast revolving rollers. At the bottom of the shute, in a narrow trough, runs the cigarette paper in an endless stream. Before reaching the trough, the paper is printed, by a printing press attached to the machine, with the name of the brand on each cigarette length. In the case of cork-tipped cigarettes, the paper passes through a cork-tipping apparatus where the tips are securely fastened to the paper in the required position. The tobacco from the shute falls over the swiftly moving cigarette paper, one edge of which is mechanically pasted and then quickly folded over the tobacco. The pasted lap of the paper is then automatically sealed. The cigarette thus made is endless and a fast revolving circular knife cuts it to required lengths. The cigarettes are then examined and their weight tested.

" Afterwards the cigarettes are put into trays and allowed to condition for a specified time in a special room. They are then packed in cartons of tens or in vacuum tins of 50 cigarettes. Most of the bigger cigarette factories possess packing machines which pack cigarettes in cartons, at the same time placing the tin foil around the cigarettes. The cartons then go to another machine which wraps them in glaseine or moisture-proof and transparent paper which also enables the consumer to be sure that the cigarettes have not in any way been tampered with after they left the manufacturer[2]."

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[1]Report on the Marketing of Tobacco in India and Burma, 1939, p. 323.

[2]Report on the Marketing of Tobacco in India and Burma, 1939, pp. 321-322.

Working Conditions.

"The making of the bidi (the indigenous cigarette) is an industry widely spread over the country. It is partly carried on in the home but mainly in workshops in the bigger cities and towns. Every type of building is used but small workshops preponderate and it is here that the graver problems mainly arise. Many of these places are small airless boxes, often without any windows, where the workers are crowded so thickly on the ground that there is barely room to squeeze between them. Others are dark semi-basements with damp and mud floors unsuitable for manufacturing processes, particularly in an industry where workers sit or squat on the floor throughout the working day. Sanitary conveniences and adequate arrangements for removal of refuse are generally absent. Payment is almost universally made by piece-rates, the hours are frequently unregulated by the employers and many smaller workshops are open day and night. Regular intervals for meals and weekly holidays are generally non-existent. In the case of adults these matters are automatically regulated by individual circumstances, the worker coming and going as he pleases and often, indeed, working in more than one place in the course of the week. Nevertheless, in the case of full-time workers, *i.e.*, those not using bidi making as a supplementary source of income, the hours are too frequently unduly long, the length of the working day being determined by the worker's own poverty and the comparatively low yield of the piece-rates paid[1]."

The picture drawn by the Royal Commission of the working conditions in the bidi industry is largely true even to-day, except that working throughout the night in smaller workshops did not come to our notice. The conditions are equally bad in cigar factories but they are much better in the cigarette factories. The working conditions in the sampled areas are described in detail later.

Special Features.

The prominent features of the bidi and cigar industries are long hours and insanitary conditions of work and employment of child labour. Women are also employed in large numbers in this industry. In fact, *gharkhata* (work at home, especially by women) is a peculiar feature of the bidi industry and is prevalent over several parts of the country. The system of *gharkhata* is of long standing and is liked by women in spite of the lower wage rate as it enables them to supplement the meagre family income. The existence of *gharkhata* makes it difficult to regulate employment of women and children and working conditions but it is difficult to abolish the system at once as it provides bread to hundreds of women workers who, on account of purdah or other social customs, find it difficult to come to factories. Gradual abolition of the system is, however, desirable.

Rejection of bidis and, to a slight extent, of cigars on the protext of bad workmanship is another special feature which has been mentioned before.

There are no occupational diseases in these industries, though tuberculosis is pretty common among bidi workers. This appears to be due rather to their insanitary conditions of work and the defective sitting posture which they have to maintain for hours than to their occupation. Workers beyond 50 are seldom seen in the industry as they lose suppleness of their fingers with age.

It is often contended by the factory owners that bidi and cigar industries are cottage industries and, therefore, should receive special treatment and exemption from Acts applying to organised industries. If all unorganised industries are to be considered as cottage industries, then only can these industries be regarded as cottage industries. Otherwise, except for *gharkhata* in

[1]Report of the Royal Commission on Labour in India, p. 96.

the bidi industry, the special features of cottage industries are absent in them. Generally a group of workers is collected in factories or workshops where manufacture is carried on either under the supervision of the employer's agent or his contractor. Even under the contract system, the workers, as a rule, do not carry on the work in their own homes. The bidi and cigar labour, however, satisfies many of the criteria of sweated labour, such as sub-contract system, long hours, insanitary working conditions, home work (in bidis), employment of women and children, irregularity of employment, low wages, and lack of bargaining power.

Employment and Future of the Industry.

The ascertainment of employment in the unorganised and far-flung bidi industry is extremely difficult. Estimates of employment in the various areas surveyed are given for what they are worth in the respective chapters. As a rough estimate, it may be stated that this industry employs about 5,00,000 persons. The employment in cigar factories is easier to estimate and is in the neighbourhood of 3,300 only. The exact number of cigarette factories and the total employment in them could not be ascertained. The Report on the Marketing of Tobacco in India and Burma, 1939, mentions that in 1935 there were 22 cigarette factories registered under the Indian Factories Act employing, on an average, 8,000 persons daily. Although the number of factories had fallen to 19 in 1944, employment in them has gone up due to the increased demand for cigarettes in war time, and the present employment in this industry can be safely put at 10,000.

The bidi industry is one of the biggest unorganised industries in India. Its future, however, is somewhat uncertain in view of the competition from cheap cigarettes. One way of reducing bidi prices would be for the Provincial Forest Departments to organise the collection and sale of wrapper leaves at standard rates instead of the competitive rates charged by the contractors. The war has given a fillip to all these three industries and it is very likely that at least the cigarette industry will maintain its present position even in the post-war period.

CHAPTER II.—CENTRAL PROVINCES.

The Central Provinces and Berar is the most important Province in India from the point of view of the bidi industry. It is stated in the Report on the Marketing of Tobacco in India and Burma, 1939, that about one-fourth of the total number of bidis manufactured in the country is made in this Province. In the opinion of the C. P. Bidi Industry Committee, manufacture of bidis was introduced in the Province in the first decade of the century by bidi merchants from Gujerat who brought with them workers from that part to train the local labour. The old connections of the industry are still seen in the large number of Gujerati merchants in the industry though the local labour has completely supplanted the skilled labour brought from Gujerat. " That the Central Provinces should be an important bidi making area may at first appear strange in view of the fact that the quantity and quality of locally grown tobacco is of little consequence. The development of bidi making in the Province has been almost entirely due to the abundant supply of bidi wrapper leaf and cheap labour, for bidis are hand made. Since it is found more economical to import bidi tobacco than to export bidi wrapper leaf, which is bulky for transport, bidi making has developed mostly at those centres in the Central Provinces where wrapper leaf is most plentiful and cheap. For example, nearly 60 per cent. of the bidis made in the Province are manufactured in the Bhandara district where bidi wrapper leaf is plentiful in the local forests. Practically all tobacco used for bidi making is imported[1]."

[1]Report on the Marketing of Tobacco in India and Burma, 1939, p. 327.

EMPLOYMENT.

It is very difficult to estimate, even approximately, the volume of employment in this unorganised and widely distributed industry. " There are about 895 bidi making shops in the Central Provinces and Berar located in 347 villages and towns. Of these 895 shops, 185 are bigger shops employing, on on average, more than 50 workers per day, while the remaining 710 are smaller concerns, which employ less than 50 workers per day. About three-fifths of the total manufacture of bidis in the Provinces are controlled by four leading bidi making firms from Jubbulpore, Gondia, Nagpur and Kamptee. The average daily output of bidis in the Province is estimated at about 5 crores. The number of persons engaged in bidi making is little over 42,000, of whom about 31,000 persons work in the Bhandara district alone[1]."

The C. P. Bidi Industry Committee states : " Even on a conservative estimate workers employed at present in bidi making will well exceed 50,000 persons, while the daily output of bidis would amount to nearly 5½ crores. The bidi making establishments by this time must have passed the thousand mark[2]."

The C. P. and Berar Mazdur Sangh which is the biggest bidi labour union in the Province could not give any idea of employment in the industry. The Bidi Merchants' Association, Central Provinces and Berar, Gondia, puts the employment at about 1,30,000 on the grounds that about 10 crores of bidis are manufactured per day in the province and that the average daily bidi manufacture per worker is about 750, taking into consideration holidays. This estimate does not seem to be far wide of the mark. Though the number of factories employing more than 50 workers per day has gone down, as stated by the Chief Inspector of Factories, numerous small bidi making shops have sprung up recently, especially in villages to meet the increased demand for bidis in war time.

Most of the big firms have their stock and feeder factories. The stock factories are situated in towns and the feeder factories in neighbouring villages within a radius of about five miles. This system has enabled the big manufacturers to evade the C.P. Unregulated Factories Act and avoid overhead expense. Instead of maintaining labellers, packers and others in various village factories, they are now kept at the stock factories. Moreover, slightly lower rates of wages are given in the village factories.

Some of the big employers, notably Mohanlal Hargovind, manage the production of bidis through contractors. In this system, there is no direct connection between employers and the workers and the contractor gets a commission of 1 to 1-1|2 annas per thousand bidis, which is deducted from the wages of the workers. This system came widely into vogue since the application of the C.P. Unregulated Factories Act and the Payment of Wages Act. The contract system is not common in the Nagpur and Bhandara districts but is widely prevalent in the Jubbulpore district.

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[1]Report on the Marketing of Tobacco in India and Burma, 1939, p. 327.

[2]The Report, p. 5.

For our survey, the following seven representative centres were selected :

Name of centre		No. of factories investigated	No. of workers employed
Nagpur	Nagpur district	3	680
Kamptee	Nagpur district	5	576
Bhandara	Bhandara district	8	315
Tumsar	Bhandara district	10	200
Tirora	Bhandara district	10	495
Gondia	Bhandara district	13	691
Jubbulpore		18	784
	Total	67	3,741

Of these factories 19 were covered by the C. P. Unregulated Factories Act. About 40 per cent. of the workers were women. The percentage of women is generally high in small factories; it is low in big factories except in Nagpur. They do only bidi making except in Jubbulpore where they are engaged on bundling and labelling work also. The vast majority of the workers are bidi makers who are piece-rated. It was difficult to obtain accurate figures about the employment of children as they are not entered in the register and run away when any Government official makes an appearance. Nevertheless, figures of employment were collected in a few factories which showed that the percentage of children, boys and girls, to the total of workers was about 7. It may be stated, however, that the children are not employed by the factory owners but are brought generally by their parents to help them in their work. Formerly bidi making was almost monopolised by the Mahars. Though now Kunbis, Telis and Muslims are coming in, the Mahars still form the large majority of the labour employed in this industry except in Jubbulpore where the Muslims predominate.

The labour employed is mostly local and no recruitment is necessary. All the workers are considered as temporary and there is no security of service. There is no regular system of increment even to the time-rated workers. There are no Standing Orders anywhere. In the Ramkrishna Ramnath factory in Nagpur, however, Bidi Merchants' Association's Standing Orders have been put up. They explain, in general, the principles which guide the management in supplying tobacco, leaves and thread and in maintaining discipline. They are completely one-sided and cannot be termed as proper Standing Orders.

Labour Turnover.

It is difficult to ascertain the labour turnover even approximately for want of reliable data. In the stock factories there is not much turnover and many workers were found working in the same factory for more than 10 or 15 years and even 20 years. But these are all time-rated workers. The greatest turnover is in village factories. Wage rates are not the same even in the same centre and workers freely migrate from factory to factory in the same centre. It is interesting to note, however, that women workers were more stable than men.

Absenteeism.

In addition to the absence of reliable data, there are certain other features which make calculation of absenteeism very difficult. Workers who quit the factory are often shown as absent for several days. The production of bidis of 2 or 3 persons are shown in the same name in some factories. From actual investigations made in some of the sampled factories where reliable data could be found, it appeared that the percentage of absenteeism varied from 6 to 32 in June 1944.

WAGES AND EARNINGS.

Wages of bidi makers are not at all stable and they fluctuate very often depending on the demand for bidis and other factors. Even if the wage rate

per 1,000 bidis is known, one cannot be sure of the actual earnings of the worker on account of the various cuts effected in his wages. Reliable information was not available in any sampled factory about wage rates prevalent in August 1939 as no records were kept; but it appears from the C.P. Bidi Industry Committee's report that the wage rates for 1,000 bidis in 1940 were 6 to 7 annas in big towns and 3 annas 6 pies in village factories. The rates were higher some years ago but had suffered gradual reduction due to the abundance of labour supply, unemployment of agricultural labour and rate-cutting by the bidi manufacturers. Various sizes of bidis are made in this Province but rates differ only slightly. The rates for 1,000 bidis of common brand prevalent in June 1944 in the various areas are shown in the following table :

TABLE 1.

Wage rates in bidi industry in June 1944.

Area	Rates. Minimum Rs. A. P.	Maximum Rs. A. P.
Nagpur town	0 15 0	1 0 0
Kamptee	0 14 0	1 0 0
Bhandara	0 15 0	0 15 0
Tumsar	0 13 6	0 13 6
Tirora	0 14 0	0 14 0
Gondia	0 14 6	0 15 0
Rural area in Bhandara district	0 13 0	0 14 0
Jubbulpore town	0 14 0	1 4 0

For work done at home (*gharkhata*), the wage rates are generally less by two annas per 1,000 bidis. This reduction is made on the ground that the work is done at the convenience of women and that the bidis made at home are inferior in quality. The hollowness of this plea is apparent from the fact that the bidis made at home by women are sold at the same price as those made by men in factories.

The increase in rates since 1940 is clearly due to the increased demand for bidis in war time. The rates underwent a change in November, 1944, to the detriment of the workers. This was attributed by them to the action of a certain Deputy Commissioner who asked the Bidi Merchants' Association in his district to reduce the rates of wages of bidi makers in rural areas to levels which would not compete with local agricultural rates or to cut down the number employed by 50 per cent. as he apprehended that the Grow More Food campaign was likely to suffer as labourers found it more profitable to make bidis than work in the fields. This action led to considerable agitation among the bidi workers and ultimately the rates were again restored to the June 1944 level.

Occupations.

The most important occupation in this industry is that of bidi makers. They form the vast majority of workers and are piece-rated. Their wage rates are given above. Wrapper cutters in Jubbulpore are also paid on piece basis. These are generally old men employed by bidi makers at the rate of 3 to 4 annas to cut leaves sufficient for 1,000 bidis.

The time-rated workers are the supervisory staff and *tandur wallas* who are in charge of ovens in which bidis are dried. The supervisory staff is paid according to the size of the factory or workshop and their salaries vary from Rs. 10 to Rs. 80 per month. The monthly salaries of *tandur wallas* vary from Rs. 13 to Rs. 48 according to the size of the factories.

The other two categories of workers are *relai wallas* who pack and label bundles and *jhal wallas* who bring bidis from the village factories to the stock factory in a *jhal* or hamper. These workers are treated as time-rated or piece-rated in different centres. On piece-basis, *relai wallas* get an average of Rs. 2 per lakh of bidi. They can pack and label about 50,000 bidis a day. Sometimes they engage boys to help them in their work and this is fairly common in Nagpur. If on time-rate, their average monthly salary is about Rs. 15. *Jhal wallas* generally get annas eight a day. They also earn by making bidis in their spare time and, where time-rated, are also engaged in sweeping the factories, etc., when they have no work.

Earnings.

The average production of a bidi maker is in the neighbourhood of about 800 bidis per day though some skilful workers may do so many as 1,200 or even 1,500 bidis per day. The average production has gone down of late probably due to increase in wage rates. On the basis that an average worker works for 21 days in a month, his monthly earnings would carry between Rs. 13-10-0 and Rs. 21. In the Bhandara district where deduction on account of various *chats* is rife, the earnings are about 5 per cent. less.

Bidi workers have now almost become a specialised class of workers in this Province and have little or no connection with agriculture. They have also generally no supplementary occupation. After working about 8 hours in a bidi factory and two to three hours in cutting wrapper leaf at home, they can scarcely have any energy for taking up extra work to supplement their income. It was, however, noticed that about 10 workers in a bidi factory at Nagpur attended the textile mills at night.

Dearness Allowances.

Dearness allowance is given only to time-rated workers by some of the concerns since June 1942. Usually the allowance is 25 per cent. of their monthly salary, though one firm in Gondia pays to the extent of 50 per cent. The employers' excuse for non-payment of dearness allowance to piece-rated workers is that their wage rates have been substantially increased.

Bonus.

Bonus is given to time-rated workers in some big concerns. The rate of payment varies. Generally, it is one month's salary and is paid in Diwali.

Deductions.

Deductions in the bidi industry are of various kinds, such as *pattichat, kattachat, jhalchat* and *pattachat*. *Patti* is the place where the worker sits and *pattichat* is done on the spot by rejecting bad bidis. *Katta* is a bundle of 25 bidis and *kattachat* is the rejection of bidis out of the bondles prepared by the workers. It is alleged that this *chat* is necessary as some bidis are hidden at the time of *pattichat* and as some bidis are prepared after *pattichat*. *Jhal* is a hamper and *jhalchat* is rejection of bad bidis out of the hamper brought to the stock factory from feeder factories and this is generally distributed equally over all the workers concerned. *Patta* means leaf and *pattachat* is rejection of bidis on account of bad leaves used in making them. These *chats* were very rife in the Province some years ago but in view of the increased demand for bidis in war time they have almost disappeared in all areas except the Bhandara district, but it is likely that when there is a fall in bidi consumption these *chats* might be revived. The extent of *chats* is more in village factories. In Gondia and Tumsar some employers have started a new system of *chat*. They take one bundle at random from a hamper, break it and weigh the tobacco and if found deficient, wages are proportionately deducted. The extent of the *chat* also varies from place to place and also from factory to factory. The average *chat* would be about 25 bidis per 1,000 though in one factory it was noticed that it was as high as 20 per cent.

In addition to the above, there were other deductions which have now disappeared, *viz.*, *Dharmadaya* or deduction for charity and *Pilai* or deduction for smoking. 25 bidis per thousand used to be taken without payment on the ground that workers smoked bidis in the factory.

Wage Period.

Piece workers are paid weekly while the time-rated are paid monthly. The date of payment varies in the case of piece workers. In some factories, the payment is made on the 1st day of the week, while in others it is made on the bazar day, which is usually a holiday, in the hope of getting work from them even on that day. There are still other factories, especially in the Bhandara district, which pay their workers a day or two after the expiry of the wage period. But no instance of longer delays in payment came to notice. Monthly paid workers who are generally found in stock factories get their wages before the 10th of the next month.

Holidays.

Piece workers who form the vast majority of the workers in this industry get no holidays with pay. Some of the time-rated workers get leave with pay, but there is no hard and fast rule and everything depends on the will of the employer.

WORKING CONDITIONS.

Hours of Work.

Though the factories which come under the C.P. Un-regulated Factories Act exhibit the hours of work on the notice boards, it may be said that there are no fixed hours of work in any of the bidi factories. The usual hours of work are 9 and the work is supposed to be done between 9 a.m. and 6 p.m. Workers generally come after 10 a.m. taking meals and cutting the wrapper leaves at home. The leaves are put in water during night and about two to three hours are taken in the mornings to cut leaves sufficient for making 1,000 bidis. The quantity of wrapper leaf, tobacco mixture and thread (where supplied) given to each worker is based on the requirements of 1,000 bidis. During the time of work there is no regular recess period, though workers take rest whenever they feel like it. Workers come and go as they like. Work is not generally done by artificial light, though workers are often detained for one or two hours after suset for examination of their bidis, etc. In one factory in Jubbulpore women packers and labellers were found working during night, sometimes up to 2 a.m., for which overtime was paid. There is no shift in bidi factories.

Bidi-making is carried on in factories in towns and in small houses, sheds or verandahs in villages. Majority of the bidis are now manufactured in villages. Stock factories in towns usually are clean, spacious and, in the some cases have *pucca* floors. Urinals and latrines are provided in factories coming under the C.P. Unregulated Factories Act but are not usually kept clean. Water is stored for drinking in pots which are generally not clean. The conditions are much worse in villages. The workers sit in *kutcha* houses with mud floor and no arrangement is made for urinals and latrines. Supply of drinking water is an exception. There is generally not much congestion. Floor space, on an average, is 6 ft. $\times$ 6 ft. per person in village factories, while it was hardly 3 ft. $\times$ 3 ft. in town factories.

Though bidi factories engage a large number of women who bring their infants with them, no creche or any other special arrangement for children was found anywhere. In a few cases it was noticed that women workers gave opium to their infants so that they should not disturb them in their work. In many factories separate sitting accommodation was provided for men and women but generally they do not sit separately, except in Nagpur, as workers related to one another like to sit together.

Supply of Materials.

Wrapper leaves and tobacco are supplied to workers but not thread in all

cases. In this connection, the C.P. Bidi Industry Committee writes : " As regards *latti* charges it is not understood why one of the raw materials for the making of bidis has to be provided by the workers while they are hired for their labour only. It is futile to suggest that the contract of employment covers it as no such contract can be valid under the Payment of Wages Act and neither there is any justification for such terms of contract nor can it be assumed to be implied by the terms of employment. Thread must be supplied to the employees like other articles required for the manufacture of bidis. Provisions may be made to allow employers to recover wastage of thread in the same way as that of shortage of tobacco or leaves. The difficulty for maintaining account of thread cannot be considered as a valid reason, as in that case similar difficulties are likely to crop up with paper, leaves and even tobacco and once the principle is concerned, the worker will be asked to supply various other things even leaves, as a substitute for a cut in the basic wages[1]." There is no doubt that thread as a necessary material should be supplied free as is done in Nagpur. In a few cases, workers purchase thread from the market but mostly they have to purchase it from the employers. The rate varies between 1-1/2 annas to 2 annas for thread sufficient to tie about 7,000 bidis. Even as regards the supply of tobacco and leaves, there were complaints that they were required to purchase the necessary tobacco and leaves out of their own pockets, if they failed to produce the number of bidis which the employer thought they should do for the quantity supplied. The employers, in their turn, complained that the workers were in the habit of stealing tobacco and leaves and selling them. It was also noticed in one factory that ash, dust, etc., were put in bidis by workers.

HOUSING.

No housing is provided by the employers anywhere. Except in Nagpur, the bidi workers usually have their own houses. They generally consist of one room and are very deficient in respect of light and ventilation. The walls are of mud, though in towns brick walls are not uncommon. The room is generally 10 ft. × 10 ft. with a verandah about 7 ft. × 10 ft. in front. In a few places, it was noticed that the workers had put up bath rooms.

WELFARE ACTIVITIES.

No welfare activities are undertaken by the employers in this industry.

TRADE UNIONS AND STRIKES.

There is only one registered trade union of bidi workers known as the C.P. and Berar Bidi Mazdoor Sangh at Nagpur. It was founded in 1932 and has branches at some of the bidi centres. The maximum membership of the union was about 12,000 in 1942 while the present membership is about 1,500 only. Membership fluctuates according to the grievances of the workers. It is low when the workers get good wages as the main object of the union seems to be to agitate for increase in wages. Another cause of the reduction in membership is the increase in the fee for membership from 2 annas to 12 annas per year. As the bidi workers are all temporary and are not properly organised, sporadic strikes take place every now and then, especially in the non-agricultural season. The usual causes for strikes are low wages and dismissal of workers. After a trial of strength for a few days, the matter is generally amicably settled. There was a general strike in several bidi centres in 1942 for increase in wages. The strike was partially successful. There was another strike in December 1944 in the Nagpur district over reduction in wage rate and it was also partially successful. It is regrettable that there is not such sympathy or good feeling between employers and employees in this industry.

CHAPTER III.—BOMBAY PROVINCE.

Bombay which is an important tobacco-growing Province is also an im-

[1]The Report, p. 16.

portant bidi-manufacturing Province. It is stated that this Province is responsible for about 20 per cent. of the total production of bidis in India. For the purpose of our enquiry the following five representative centres were selected.

Name of centre	Number of factories investigated	Number of workers employed	Approximate total number employed in the centre
Bombay	74	899	20,000
Nasik	9	861	2,000
Sinnar	7	1,757	2,500
Sholapur	13	1,329	2,000
Nipani	6	510	510
Total ..	109	5,356	27,010

Of the centres selected, Bombay has the largest number of workshops, *viz.*, 1,700. It was easy to ascertain the exact number as every bidi manufacturer has to obtain a licence from the Corporation. The city has been divided into various wards and a five per cent. sample of both small (*i.e.* employing 20 workers or less) and big workshops was taken in each ward. About 50 per cent. sample was taken in other centres, except Nipani, where all the factories were investigated.

Due to the laxity of the hours of work, the bidi industry has absorbed many working class women who wish to supplement their husband's income. The source of labour for the industry is generally the working class family. It is not rare to come across a family where both the husband and wife and sometimes even their children work in the industry. Bidi labour in Bombay consists mostly of women from Hyderabad (Deccan) and is mixed in Nasik, Sinnar and Nipani. In Sholapur it consists entirely of women who are mostly wives of textile workers. *Gharkhata* is widely prevalent in Nipani.

EMPLOYMENT.

As in other centres, it is very difficult to estimate accurately the number of persons employed in this industry in the Bombay Province. It may, however, be broadly stated that, on the basis of production, the total figure of employment would be in the neighbourhood of one lakh.

Recruitment.

As regards recruitment, no definite system exists. The recruitment is mostly done at the gates. Whenever more men or women are wanted, the employers also inform the *Mukadams* of their need and they bring the workers along. In some factories in Sholapur there is a curious system of having to pay an " entrance fee " of Rs. 2 before a woman can get work. In Bombay there is what is called a " *Wardi* " system. It is nothing but the employer asking a slightly larger number than he actually needs to present themselves the next morning for work. When they do so, he will engage only such number as he wants and the rest have to go home. It is, therefore, usual for a worker in Bombay to move about from factory to factory till he is able to find work. Such a system does not exist in other centres where mobility is further restricted by a system of advances encouraged by the employers. The worker who borrows usually does not desert his employer before he has discharged his debt fully. Regarding recruitment of children, it is usual for the workers to bring their children to assist them in trying thread, etc. They are not shown in the registers and when questioned they say that they are just there because

they brought food for their mothers. In Sholapur the system of employing child labour seems to be rampant as the following table will show :—

TABLE 2.

Employment of children in bidi factories, 1944.

Name of centre	Number of factories covered	Total number employed	Number of children employed	Percent of total
Bombay	74	899	68	7·56
Nasik	9	861	3	·34
Sinnar	7	1,757	6	·32
Sholapur	13	1,329	285	21·44
Nipani	6	510	7	1·37
Total ..	109	5,356	369	6·88

In Sholapur, the woman worker usually brings along her neighbour's daughter to assist her on the promise of a feed or payment of two annas for sweets. But if they cut the leaves or roll bidis they are paid 3 and 4 annas respectively per day. The ages of children employed vary from 5 to 12 years. These poor children toil as many hours as their employers do. Some of the girls are asked by employers to attend the factory in the morning for packing and labelling work and for this work they are not paid. In one factory complaints were heard of corporal punishment of children though the charge was denied by the employer. Employment of children is not common in Nasik, Sinnar and Nipani. In most of the large factories in all centres boys are employed for packing and labelling. Invariably they are below the age limit prescribed by the law.

One bidi works at Nasik had a contract system for recruitment of labour which has been discontinued. It had four agents who were paid Rs. 1-5-0 per thousand bidis produced by the labour engaged through them. They in turn paid annas 12 to Rs. 1-4-0 to each worker for the same number of bidis.

Except the supervisory staff all the workers are temporary and mostly on piece basis.

Labour Turnover and Absenteeism.

In Bombay the labour turnover is considerable. The workers frequently go from factory to factory in search of work. The *Wardi* system and *Khadas* or compulsory leave when there is poor demand for bidis greatly encourage mobility amongst the workers. In other centres, turnover is not so pronounced. In Sinnar a dismissed or discharged worker of one factory finds it impossible to get work elsewhere as the employers have a sort of "black list" amongst them.

While in other centres the workers depend wholly on the earnings in the bidi industry, most of the workers in Sinnar have a supplementary occupation in agriculture. This leads to heavy absenteeism during the agricultural season and employers appear to experience considerable difficulty in securing labour during these months. On the whole, absenteeism is not very heavy in the industry. The following table shows percentage of absenteeism during the month of March 1944 in the various centres :—

TABLE 3.

Estimate absenteeism in bidi industry, 1944.

Name of centre	Number of working days	Average number of days worked	Percentage of absenteeism
Bombay	26	24·11	7·27
Nasik	30	24·11	19·63
Sinnar	26	24·86	4·38
Nipani	26	23·33	10·27
Sholapur	28·64	23·08	19·41

The average number of days worked by each worker was arrived at by taking the average number of days worked by a 10 per cent. sample of workers in the big factories and by personal enquiry amongst workers in small factories where registers were not maintained and then taking the average of all factories surveyed in that particular centre. Causes of absenteeism are usually some family troubles or illness.

Standing Orders.

No concern, whether *big* or small has Standing Orders governing the relationship between the employers and employees. In one factory in Sholapur the workers are given a card showing the raw materials supplied, the wages earned and deduction made per day. How far this has helped the workers, or how far it has been useful to the employer from the point of view of workers' loyalty or reduction of turnover, it is difficult to say. Enquiry showed that the employer liked the experiment but the workers did not very much support it, because of their anxiety not to let their husbands know their earnings.

WAGES AND EARNINGS.

The correct assessing of a bidi worker's average earnings presents considerable difficulties. Most of the employers do not keep the registers properly. The deductions in certain cases are varied and complex. The workers are generally illiterate and conservative. Very few of them maintain any account of their earnings. In some cases as in Sholapur the women workers are anxious that their husbands should not know their earnings lest the latter may compel them to hand over their earnings and misuse them. In places like Bombay the worker does not stay in one factory but moves from factory to factory as a result of the *Wardi* system. Lastly, the earnings would not reflect the personal effort put forth by the worker himself or herself in as much as other members of the family will have often assisted in the work. Payments are generally on piece rate and the wage period is weekly or daily. In Bombay it is daily, the wages being paid the next morning. In all other centres, it is weekly.

The most important occupation in the industry is that of the bidi makers. These are all on piece rates. There are, however, a few other occupations also of lesser importance. These are supervisors (called *Tariwallas* in Nasik and Sinnar), packers and labellers. In Bombay there are usually no supervisors as most of the factories are small. In Nasik and Sinnar there are both men and women supervisors, men get between Rs. 35 and Rs. 40 and women Rs. 30 per month. In Sholapur they get on an average Rs. 25 to Rs. 30 per month, while in Nipani they are paid between Rs. 2 and Rs. 2-8-0 per day. For purposes of packing and labelling in centres other than Bombay boys are usually employed. In Nasik and Sinnar they are on piece rate and are paid Re. 0-1-6 per tray of about 500 bidis and earn, on an average, Rs. 5 to Rs. 6 per week. In Sholapur and Nipani they are on time rate and get about Rs. 10 and Rs. 20 respectively per month. In some cases men were also employed as packers in Nipani and were paid Rs. 30 per month.

In Bombay the workers have to bring their own wrapper leaves. The workers complain that this is unfair to them as their wages vary according to the price of wrapper leaves and as sometimes they may not be able to purchase them in the market. They desire that the employers should supply the wrapper leaves. On account of wagon shortage and transport difficulties, the price of wrapper leaves has gone up without a corresponding increase in the wage rates. In 1939 the price of wrapper leaves for 1,000 bidis was four annas and now it is about 14 annas. The benefit of recent increases in wage rates, therefore, so far as Bombay is concerned, appears to be illusory.

Great diversity of wage rates prevails in Bombay from locality to locality. They are much higher in the Fort area and Bhuleshwar than in Girgaum and

Kamathipura where again they are higher than in Byculla and Parel. The factors that seem to decide the wage rates in Bombay are the distance of the factory from the working class locality, and from the place where wrapper leaves can be bought and the transport facility available to the work-place. In other centres wage rates are uniform except that in Nasik and Sinnar women working in factories are paid an anna less than men. The wage rate also varies according to the quality of the bidi produced : quality depending not upon the worker's efficiency but upon the amount and quality of tobacco used.

The rate for home work by women is generally less by two annas though there is no substantial reason for this as admitted by one of the big manufacturers.

The time necessary for cutting wrapper leaves for 1,000 bidis is about three hours. The time required for making 1,000 bidis varies from 6 hours in Sholapur to 8 hours in Bombay. In Sholapur workers get the assistance of small girls.

Pre-war and present Wage Rates.

The following table based on information gathered at various centres is illustrative of the average wage rates per 1,000 bidis which prevailed in 1939 and 1944 :—

TABLE 4.

Average wage rates in 1939 *and* 1944.

Name of centre	1939				1944			
	Men		Women		Men		Women	
	Rs.	A. P.	Rs.	A. P.	Rs.	A. P.	Rs.	A. P.
Bombay	1	0 0	1	0 0	2	3 3*	2	3 3
Nasik	0	8 0	0	7 0	1	4 0	1	3 0
Sinnar	0	7 0	0	6 0	1	2 0	1	1 0
Nipani	0	9½ 0	0	8 0	1	4 0	1	2 0
Sholpur	..		0	6 0	..		0	12 0

It will be seen that there has been a general rise in the basic wage rates in all the centres. It must, however, be remembered that no dearness allowance or bonus is paid to the worker in this industry.

Earnings.

The difficulties in arriving at a correct figure regarding earnings of bidi workers have already been explained. In addition to those cited already, amount spent on wrapper leaves has to be deducted from the worker's earnings in Bombay and this has been done in the table of earnings that follows. Again, in Sholapur deduction has to be made of the money paid to the girls who assist the workers. Taking an average of one girl assistant to two workers, a deduction has been made of Rs. 1-8-0 per worker at the rate of two annas per girl for 24 working days.

TABLE 5.

Estimated average monthly net earnings in bidi industry, 1944.

Name of centre	Average monthly earnings			
	Men		Women	
	Rs.	AS. P.	Rs.	AS. P.
Bombay	30	9 4	25	2 3
Nasik	40	8 4	32	10 0
Sinnar	30	13 8	23	7 10
Nipani	34	11 7	26	0 4
Sholapur	..		16	7 5

* Cost of wrapper leaves, *viz.*, Re. 0-14-0 for making 1,000 bidis is bor ne by workers.

It will be noticed that compared to Bombay the earnings of the workers in Nasik and Nipani are higher which may seem rather curious. The explanation, however, is that even though the wage rate in Bombay is higher, the average production is lower as the worker puts in less number of hours of work. Further, loitering is common in Bombay. The explanation for meagre earnings in Sholapur is that the wage rate is very low.

Deductions.

Deduction for alleged defects in the making of bidis and for charity is one of the widely prevalent evils in the industry. In Bombay employers sometimes reject on an average 15 to 20 bidis per worker per day on the ground of various defects in manufacture. They break the bidis and remove the tobacco with the result that the workers' effort and the money they have paid for the wrapper leaves are wasted. In Sinnar and Nipani too the *Tariwallas* or supervisors have the power to reject bidis which do not come to a certain standard and which they consider as spoiled. The rejection usually amounts to 25 bidis per 1,000. Though the worker is not paid for these the owner sells them at reduced prices. It is not unusual for the *Tariwallas* to abuse the powers of rejection to the advantage of their employers. Deductions for charity does not exist on any wide scale in Bombay city. Nor does it exist in Nasik, Sinnar and Nipani. It seems to exist in its worst form in Sholapur. The worker has to pay per week 2 annas for *Dharmadaya* and in case she is assisted by a small girl, she has to pay as much as 4 annas.

Advances.

Almost all the factories are in the habit of granting advances sometimes up to Rs. 200 to their workers. This concession seems to be the result of their anxiety to bind the workers to their own factories rather than to help them. The worker is thus invariably indebted to his employer. The advances are said to be free of interest and are recovered in instalments. The ignorance of the worker is exploited to the fullest extent and it is not unlikely that he will have paid more than what he actually borrowed.

WORKING CONDITIONS.

The bidi workshops in Bombay are in several ways different from those in other centres. In Bombay these workshops are situated immediately behind panshops which are sometimes on the main road but mostly in lanes. They are the places where the bidis manufactured in the workshops behind them are sold. It will thus be seen that transport and marketing are not serious problems in the case of the Bombay bidi trade. So far as the ownership is concerned, both the panshop and the workshop usually belong to the same man. It can easily be imagined that the demand for bidis being the highest in business and working class localities, most of the panshops-cum-bidi workshops exist in largest numbers in these areas. The conditions of these workshops, so far as sanitation, light and ventilation are concerned, beggar description. They are dark, dingy places with very few, if any, windows and the approaches are very insanitary. Workers are huddled together, men, women and in some cases children, and there is hardly any space to move. One can see bags of tobacco heaped in one corner and manufactured bidis in another. Most of the workshops have no lavatories and where there are, they are in a most deplorable condition. Some of the workshops have low wooden ceiling above which some workers sit and carry on their work. These are not usually reached by staircases and the workers have to go up with great difficulty.

The problem of congestion is most acute in Bombay. In one of the workshops which was situated below a pan-bidi shop, the average floor area per worker was 4 square feet, the area of the room being 24 square feet and the number employed 6. The height of the platform was only 4 feet, so that the workers could hardly sit up comfortably with their backs straight. Of the factories investigated nearly 57 per cent. had a floor area of less than 10 square

feet per worker. Most of the factories come under section 5 (1) of the Factories Act and are subject to periodic inspection by the Factory Inspectors. These inspections do not seem to have any effect, as the same deficiencies are pointed out time and again. Other centres have big factories as a rule and there is less of congestion and better lighting and ventilation arrangements than in Bombay. In one bidi works at Nipani, however, was seen one of the worst instances of congestion. Within a small enclosure 14 workers were squatting on the floor with scores of bags of wrapper leaves heaped in one corner and stock of tobacco in another. It was hardly possible to walk in the room. In Sinnar no latrines are provided for the workers. When questioned, the employers pointed out one or two latrines but it was found out that these were actually meant for the employers and not for the workers who were never permitted to use them. In centres other than Bombay and Sholapur, no urinals are provided and the workers are perhaps expected to ease themselves in the open. Drinking water facility is provided in all centres except Bombay where workers are expected to go to the nearest restaurant. In Sholapur some of the bidi factories have zinc sheet roofing which is bound to get extremely hot in summer and make working conditions very uncomfortable.

The following table shows the usual hours of work in the centres investigated :—

TABLE 6.

Hours of work in bidi factories, 1944.

Name of centre	Hours of work	Remarks
Bombay ..	.. 11 a.m. to 9 p.m.	Sunday closed day
Nasik ..	.. 11 a.m. to 8. p.m.	No closed day in the week
Sinnar ..	.. 9 a.m. to 7 p.m.	Sunday closed day
Sholapur ..	.. 10-30 a.m. to 1-30 p.m. and 2-30 p.m. to 9-30 p.m. (interval from 1-30 to 2-30 p.m.)	No regular closed day
Nipani ..	.. 11 a.m. to 2 p.m. and 2-30 to 9-30 p.m. (interval from 1-30 p.m. to 2-30 p.m.)	Thursday closed day

There are no fixed hours for workers who work at home. The hours of work in the factory do not, however, fully reflect the actual number of hours put in by the worker. In Bombay where the workers have to bring their own wrapper leaves, they usually cut and get the leaves ready early in the morning. These hours of home work would strictly have to be added to the hours put in the factory. Taking these hours also into consideration, the total daily spreadover on an average comes to as much as 12 hours. Even in those places where wrapper leaves are supplied by the employers as in Sholapur, they are asked to take them home and cut them there when there is a heavy demand for bidis. As regards the workers in Nipani, Nasik and Sinnar, who are permitted to take tobacco home, it is rather difficult to form a correct estimate of their real hours of work. It is usual for these workers who roll bidis at home to get the assistance of the members of their family. The possibility of employment of children in such cases cannot be discounted. It can safely be generalised that the hours of work in the bidi factory are unduly long and a certain amount of legal restriction on them is absolutely necessary. The workers, on their part, do not welcome any legislative control of hours, firstly because of the fear of shrinkage in their earnings and, secondly, because

of the great amount of laxity allowed to them at present regarding attendance in the factory. The employers too are reluctant to restrict the hours in as much as it would affect the production. Further, they fear that if the hours of work are not as convenient as they are at the moment, the labour that is being attracted now might leave the industry and they may experience difficulty in the matter of recruitment. Their fear may also be put down to their feeling that State interference in this may only be the thin end of the wedge. While the Secretary of the Bidi Workers' Union, Bombay, and the President of the Bidi Workers' Union, Nasik, stated that the workers were opposed to any restriction of hours, the Secretary of the Bidi Workers' Union in Sholapur said that it was necessary for the State to interfere. Apart from all other considerations, it is perhaps the duty of the State to do something to regulate the hours of work properly and thus allow the workers, who, due to poverty, toil day in and day out, to enjoy a certain amount of much needed leisure. If an attempt is made to assure each worker a minimum weekly or monthly earning he would not be opposed to the idea of State interference in the matter of hours of work. Legislative enactment in this behalf would not be very easy because it would have to take into consideration the question of home work both in cases where the workers cut the wrapper leaves and where they take tobacco home for making bidis. The best thing to do in the circumstances is perhaps to prohibit altogether the practice of workers bringing the wrapper leaves and tobacco home.

Leave.

None of the factories allows holidays with pay to its workers. When the worker has to go to his native place or wishes to take a holiday he just absents himself. While in all the centres at least one day in a week is a closed day, in Nasik work is done on all the days of the week. Workers in Nasik did not take kindly to the suggestion of a closed day in a week as they feared that it would result in reducing their earnings. In Sholapur, of the factories investigated, only three had regular weekly closed days, two had fortnightly holidays and the rest had no holidays at all. In Bombay there is a practice of forced *khadas* or compulsory holidays. When there has been over-production or when there is poor demand, the employer simply closes the factory. It was gathered that in the monsoon season it was not unusual for workers to go without work for weeks together which results in considerable distress and hardship.

HOUSING.

No housing is provided anywhere by the employers. In Sinnar one employer has converted a part of his warehouse into quarters for his workers. There are 24 *pucca* rooms, each 10 ft. × 7 ft. The monthly rent is one rupee. No sub-letting is permitted. Sanitation and water supply are poor and the houses do not appear to be popular, only four of them being occupied. The reason for their unpopularity, according to the employer, is that most of his workers are local. The houses where the bidi workers of Bombay live are even worse than the workshops they work in. Most of the bidi labour lives in Parel and Kamathipura. About 150 houses of these workers were visited on a random sample basis. Almost all of them are single room tenements of an average area of 100 square feet. The average number of persons living in each room varies from 4 to 6. In a few cases, more than one family were staying in a single room. They are dark dingy places where sunlight never enters. Ventilation is very bad and there is a foul smell in the air. Most of them have no electric light. The doors are low and small and windows are generally absent. The average rent per room is as high as Rs. 8 to Rs. 10 per month. Usually each building consisting of several single room tenements has a common bath room which is open and has no privacy. Women could hardly bathe there. The latrines, one

or two at the most for each building, are dirty and stinking. Water taps are common for half a dozen rooms and the water supply is cut off most hours of the day. The staircases leading to upstair rooms are ricketty and dangerous. Garbage and rotten articles of food are found all over the places. Inside the rooms the conditions are none better. In the small space all sorts of articles are dumped in a heap and in a corner there is usually a large stock of wrapper leaves which is kept moist by periodic sprinkling of water.

WELFARE ACTIVITIES.

There is hardly anything in the bidi industry which could be put down under the heading " welfare ". Nowhere are any medical facilities provided to workers. The part played by tobacco as a contributory cause of tuberculosis is the subject of much controversy. The workers are emphatic that tobacco does not play any part in the incidence of tuberculosis. The Secretary of the Bidi Workers' Union in Bombay and the President of the Union at Nasik were, however, of the opinion that tobacco was a contributory cause. The Inspectress of Factories, Dr. Rebello, who has made special enquiries on the subject, states that the reason for heavy incidence of tuberculosis amongst bidi workers was the insanitary and unhealthy atmosphere in which they live and work rather than tobacco. She, however, pointed out that working in close proximity to tobacco had an irritating effect on the lungs and the tonsils and considerably lowered the resistance of the workers to tubercular bacilli. As regards the effect of tobacco on pregnant women, she stated that while tobacco produced nausea in them, her investigations had not led her to any definite conclusion in the matter. She, however, felt that it was necessary to apply the Maternity Benefit Act to the Bidi industry in order that women well advanced in pregnancy may not continue to work because of their dire poverty.

None of the factories has any rest-sheds or suitable places where the workers could sit and eat. In Bombay the employers have an easy explanation and say that there is no need for rest-sheds or canteens, as the workers can go and eat at the Irani restaurants which are close by. In other places the employers said that the workers were always at liberty to go home, eat their meal and incidentally attend a little to their household work also. Workers are supplied with gunny bags to sit in all centres except Nasik where they have to bring their own gunny bags which is resented by them. In Nasik, Sinnar and Sholapur the employers have provided swings for children of the workers. In one of the factories in Nasik, a separate room has been provided for babies. In Bombay workers do not generally bring their children to the workshops and, in the few cases where they do, no arrangement is made for them. Considering the fact that the bidi industry employs a large number of women, the provision of creches seems to be an urgent necessity.

Very few of the bidi workers are literate. This has led to their being exploited to a considerable extent by their employers. In this connection it is interesting to note that an attempt made by the Bidi Workers' Union at Bombay to encourage literacy amongst the workers ended in a failure. The Secretary of the Union puts this down to the fact that the workers are so exhausted at the end of the day that they are hardly in a mood to attend any literacy class. They just feel like relaxing and resting. An additional reason she gave was the jealousy amongst the husbands who do not like their wives to learn reading and writing while they themselves are illiterate. The Nasik Union of bidi workers is running a literacy class. But this is not very popular as the daily attendance is only 10 to 12.

None of the factories has any Provident Fund, pension or gratuity scheme for its workers. In this connection, it is interesting to find in a Nasik factory established in 1914 that as many as 80 per cent. of the workers had put in more than 10 years of service.

INDEBTEDNESS.

Personal enquiries showed that every worker was in debt the amount of which he was reluctant to disclose. The most common figure was Rs. 300. The source was usually the Pathan and the rate of interest was very high, as much as one anna per rupee per month. Most of the male workers are addicted to drink. The Bombay workers have a novel system amongst them called the *Bhishi* system. As the payment of wages in Bombay is daily, the workers find it difficult to meet large items of expenditure like house rent, etc. They, therefore, have a kind of cooperative banking amongst small groups. Each member of the group has to contribute 8 annas per day to the common pool. At the end of every week the whole amount of the fund is taken away by one member of the group in rotation.

TRADE UNIONS AND STRIKES.

The labour movement in the bidi industry is generally weak. This is, firstly, because of the conservatism of the women who form the major part of labour employed in the industry and, secondly, because of the workers' backwardness in the matter of literacy and standard of living. We came across three Unions of bidi workers which may be said to be organised on fairly sound lines but are not recognised by employers.

1. The Bidi Workers' Union, Bombay.
2. Nasik Shahar Bidi Kamgar Sangh, Nasik.
3. The Bidi Kamgar Union, Sholapur.

The Bidi Workers' Union, Bombay was started in 1939. It is registered and affiliated to the All India Trade Union Congress. The monthly subscription is annas two and membership of the Union is about 1,000. A great hindrance to the activities of the Union is the paucity of funds. The collection of subscription is purely on a voluntary basis, the workers themselves calling at the office to make the payment. The Secretary (Miss Wagle) stated that she was not experiencing much difficulty in the matter of collection. Practically no women have joined the Union and the Secretary put this down to their conservatism on the one hand and want of leisure on the other. There was a general strike in February 1941 involving almost all the workers over the issue of wage rates. The strike lasted for one month and was successful as the rates were enhanced by 4 annas. Since then there has been no organised protest by the Union. The Nasik Shahar Bidi Kamgar Sangh was started in 1941 but ceased to exist after a year due to the apathy of the workers. It was again revived in 1944 and is being registered. There are 250 members, all men. The monthly subscription is one anna per head. The Bidi Kamgar Union, Sholapur, was started in November 1937. It is affiliated to the Trade Union Congress. All the members are women and membership is about 500. The Union does not conduct any welfare activities. In 1937 there was a strike when all the workers were affected. It lasted for one month and the demand for higher wages was partially satisfied.

GENERAL OBSERVATIONS.

In Bombay the workers complained that the prevailing wage rates were not satisfactoy and needed to be revised. They are worried over the insecurity of their service. They want an assurance from the employer that in case they have, out of necessity, to leave Bombay on a short visit to their native places, their services will not be terminated. They press for better working conditions and the appointment of an Inspectress for bidi factories. They further desire the seating accommodation to be improved. In Nasik and Sinnar it

was complained that the Union workers were often victimised. In Nipani, a deputation of workers from two bidi works complained of rejection of bidis and non-supply of sufficient wrapper leaves by the employers. Mrs. Meenakshi Karadkar, Secretary of the Bidi Workers' Union, Sholapur, urged the need for controlling the hours of work, introduction of card system for workers, appointment of an Inspectress of bidi factories, improvement of sanitary conditions and linking of wages with the cost of living index. In all the centres the workers pressed for the application of the Payment of Wages Act and the Maternity Benefit Act to the bidi industry.

The employers, on their side, have their grievances too. They say that owing to wagon shortage they are experiencing considerable difficulty in getting wrapper leaves in sufficient quantities and they should not, therefore, be blamed for not giving the workers sufficient work. As regards insanitary conditions they say that mostly the approaches are dirty and that it is the responsibility of the Municipality concerned to keep them clean.

CHAPTER IV.—SOUTH INDIA.

In South India, bidi manufacture is not confined to any particular locality or place but scattered throughout the Madras Province and the States. There is, however, a certain amount of localisation in and around towns where there is an abundant supply of labour and which are favourably situated as regards rail transport.

In Madras Province the important centres for bidi manufacture are : Madras city, Vellore, Salem, Trichinopoly, Tinnevelly, Mukkudal, Palghat, Calicut, Tellichery, Cannanore and Mangalore. In Mysore State bidi manufacture is largely confined to Mysore city, Bangalore, Chamrajnagar, Gundlupet and Sira.

Surveys were conducted in Madras city, Salem, Vellore, Tinnevelly, Mukkudal, Palghat and Mangalore in the Madras Province and Mysore and Chamrajnagar in the Mysore State. The number of sampled units in each centre are shown below.

Centre	*No. of sampled units.*
Madras	15
Salem	14
Vellore	17
Palghat	8
Mangalore	6
Tinnevelly	5
Mukkudal	5
Mysore	5
Chamrajnagar	8
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ORGANISATION OF THE INDUSTRY.

There are two systems of organisation in this industry: direct and indirect, *i.e.*, through middlemen. Under the first system, the factory owners have direct dealings with their workers in all matters. The workers are directly employed by them and work in the factories or other workplaces provided by them under their direct supervision. The system of organisation is prevalent in Palghat, Tinnevelly, Salem and Vellore and in the Mysore State. In Palghat, Salem and Vellore sometimes a slight variation of this system is also found. The proprietors run branches of their factories under the supervision of their paid agents or managers. Employment, wage payments and supply of materials are, however, direct.

The indirect system is the most widely prevalent system of organisation in the bidi industry in all the centres. The factory owners engage a number

of middlemen, supply them with raw materials and purchase the finished product from them. Employment of workers, supervision of work, payment of wages and provision of workplaces are the responsibility of the middlemen. Even in such indirect organisation three main types can be distinguished :

(1) *Buying and Selling System.*—The middlemen purchase tobacco, leaf and thread from the factory owners at a fixed price and sell the manufactured bidis to the same owners at a price previously agreed upon. The owners make profits both on the sale of raw materials to the middlemen and on the disposal of the finished product. This system is mostly prevalent in Madras city, Vellore, Tinnevelly and Mangalore.

(2) *Commission System.*—Under this system the middlemen obtain raw materials from the factory owners and give them a stipulated number of bidis in return. He is paid a commission of nearly Rs. 2 for every 1,000 bidis. Out of this commission he has to pay wages of the labourers, rent of the workplace and other incidental charges. This system is common in Madras city, Vellore, Salem, Palghat and Mangalore.

In Mysore State a curious combination of the above two systems is very common. The proprietors supply tobacco to the middlemen but the latter have to purchase wrapper leaves either from the proprietors or elsewhere. For every 1,000 bidis the middlemen are paid Rs. 2|11|-.

In the Washermanpet area in Madras city, in Vellore and its suburbs and in one factory in Palghat there is a sub-contract system among the workers themselves. Not all the workers working in the factory are registered as regular workers and every registered worker employs under him 3 to 6 adult workers. The ' master worker ', as he may be called, receives materials from the factory owner or branch manager and distributes them among his assistants who work along with him in the factory. The workers prefer this system as it saves them the trouble of direct contact with the management and as they get advances from their *mudalali, i.e.*, the master-worker. The factory owners also encourage this as they have to deal only with a few workers. Further, in Vellore and its suburbs factories employing 100 workers or more have to obtain a certificate from the Sanitary Inspector about the suitability of the workplace and this can be evaded if a small number of workers is shown on the registers.

(3) *Home-Work.*—Under this system, the middlemen get the raw materials from the factory owners either on purchase or commission basis, but, instead of setting up workplaces, they distribute the materials among a number of home-workers, mostly women, and gather the finished product which they sell to the owners. This practice is common in all the centres where home-work is prevalent. In Mukkudal and its adjacent villages in Tinnevelly district where nearly 20,000 home-workers are employed, the middlemen are however mostly engaged on a ' parcel commission ' system. Here the factory owner gives them the necessary raw materials and undertakes to pay the wages of the workers as well. The middlemen's remuneration is a commission of Re. 1|4|- to Rs. 2 for every bundle or ' parcel ' of 36,000 bidis.

Tobacco is obtained chiefly from Nipani, but in war time more of Guntur and Mysore tobacco is being used. The wrapper leaf is obtained from the Central Provinces and the Hyderabad State. A slightly inferior variety of leaf grown in Cuddappah and Karnool is also largely used. Generally scissors which is the only tool that costs anything is provided by the workers themselves.

The cutting and the cleaning of the leaves is generally done by the bidi rollers themselves but in some places like Madras city, Salem and Vellore, division of labour is practised in this respect. Some workers specialise in the cutting and cleaning of the leaf and they get for 1,000 such leaves a third of

the rate for 1,000 bidis. In Palghat, Tinnevelly and Vellore this work is done by home-working women who are generally the relations of the workers themselves. A more common practice, however, in all the centres is to employ small children to do the work on daily rates.

EMPLOYMENT

Labour is mostly available locally in all the centres. In Tinnevelly and Mysore, however, a good proportion of the bidi workers comes from South Travancore and Malabar respectively. Generally, the children of bidi workers follow in the footsteps of their parents and from an early age are apprenticed to the trade as helpers in cleaning the leaves, closing the ends, etc. Recruitment is direct. The vast majority of the bidi workers are Muslims who constitute over 80 per cent. of the total number of workers.

It is very difficult to estimate the total number of workers engaged in the bidi industry which is scattered throughout South India and is in a very unorganised state. Registers of employment are also not kept by small factories and home-workers are not included in the registers even of big factories. The present volume of employment in some of the important centres can, however, be roughly indicated. In Madras city, 7 factories have branches all over the city. Employment in these factories, excluding home-workers, in 1943 was 10,769 as reported by the Labour Commissioner, Madras. It has been roughly estimated that the number of workers in the remaining factories and home-workers would be about 10,000, so that an estimate of 2,000 workers will not be far wide of the mark. Mukkudal and the adjoining villages in the Tinnevelly district employ the largest number of bidi workers in South India. The number of bidi workers employed by ten important factories in 1944 is, as shown by their registers, 19,400, and the total employment in this centre is about 20,000. In the other centres of production, the estimates of trade union workers and others who have long experience of the bidi industry are as follows :—

Centre	No. of workers
Vellore town and suburbs	6,500
Salem town and suburbs	2,000
Palghat town and suburbs	3,700
Tellicherry	2,000
Cannanore	1,000
Mangalore town and suburbs	2,400
Tinnevelly town	2,000
Mysore	3,000
Bangalore	1,000
Chamrajnagar	400
Gundlupet	800
Sira	1,000
	25,800

The total employment in all the above centres would, therefore, be about 65,800.

Some important centres like Trichinopoly, Erode, Karur, Coimbatore and Madura have not been included in the above estimate, while the States of Travancore and Cochin have been completely left out. Further, in almost every village in South India, a certain number of workers is employed in bidi making. It can, therefore, be safely assumed that the total volume of employment in the bidi industry in South India is in the neighbourhood of 100,000.

Employment Pre-war and Present.

Many of the factories that were included in the sample were established during war time. The comparative position regarding employment, pre-war and present, is that while in some factories employment has decreased considerably in others it has increased. The tendency has been for factories employing

workers in large numbers to decrease the numbers of workers; at the same time factories employing only a few workers have increased their number. The employment position in those factories which have figures for 1939 and 1944 is as shown below :

TABLE 7.

Comparative employment in some bidi factories in 1939 *and* 1944.

Centre	No. of factories	Employment in 1939	Employment in 1944
Madras	9	269	318
Salem	5	83	90
Vellore	8	647	736
Palghat	5	501	256
Mangalore	4	733	349
Mukkudal	4	6,469	10,921
Total ..	35	8,702	12,670

On the whole, therefore, employment in the bidi industry even in long-established factories has increased compared to the pre-war period.

Employment of Women and Children.

To estimate the number of women and children employed in the bidi industry is a more difficult task. Women are employed in the bidi industry either as home-workers for rolling the bidis or for labelling them. A number of women are also employed for cutting and preparing leaves at home. In the factories belonging to one proprietor alone, nearly 800 women are employed throughout the Madras Presidency for labelling work. Nearly all of the 20,000 workers in Mukkudal and adjacent villages are women home-workers. In Madras city women home-workers are more than 2,000. In the Mysore State the bidi industry employs nearly as many women as home-workers as men. It can, therefore, be safely assumed that there are not less than 30,000 women employed in the bidi industry in South India.

An equally large proportion of the workers employed in the bidi industry is children. The extent of child labour is largest in Vellore and its suburbs. In Madras city and the Mysore State also children are employed in large numbers. In Mangalore and Palghat employment of child labour is rare, although there is one factory each in these centres employing a large proportion of children, the one in Palghat employing 50 children out of a total of 120 workers and the one in Mangalore employing 30 children out of a total of 130 workers. In Salem and Tinnevelly children are not employed to any appreciable extent.

The extent of employment of children in the sampled factories in some of the centres is shown in the table below :

TABLE 8.

Employment of children in bidi industry, 1944.

Centre	Total No. of workers	Adults	Children	Percent of children
Madras	429	350	79	18
Salem	196	184	12	6
Vellore	1,950	1,386	564	29
Palghat	355	339	16	5
Mangalore	410	410	..	0
Mysore	417	305	112	27
Chamrajnagar	250	195	55	22

The children employed in the bidi industry are between 8 and 15 years of age. Nearly half the number of the children employed are below the age of 12.

In spite of the Children (Pledging of Labour) Act, 1933, pledging of child labour is in evidence in parts of Madras city and Vellore. It was also noticed in the Mysore State. In this case although there is no agreement signed by

the parents or the guardians of children that the children are to work under a particular person, there is an implied agreement as the parents invariably receive advances from the bidi workers who seek to employ them. The advances range from Rs. 20 to Rs. 30 in Vellore and from Rs. 5 to Rs. 10 in Madras city and the Mysore State. Such advances are free of interest and the parents or guardians who receive them seldom pay them back. Some workers gradually recover the advance by withholding the wages of the children but others prefer not to do so with a view to have a claim on the labour of the children. In Vellore where child labour is most widely prevalent and the advances are the highest, most of the children for whom advances are thus paid are orphans under the guardianship of their relatives.

Children have to work as long hours as adult workers and in Vellore most of the workers who employ children have a watch or time-piece for exacting work by the hour. If a child worker does not complete a stipulated amount of work in any one hour, his wages are reduced.

Unemployment and Under-employment.

Unemployment and under-employment were serious risks for the bidi workers before the war. On an average, before the war, a worker was employed for about 15 days in a month, and there were many workers who were out of employment. At present, however, unemployment has vanished and under-employment considerably reduced though it has by no means totally disappeared. Under-employment is still an evil that faces the bidi workers. Three causes may be cited as responsible for under-employment or irregularity of employment at present. The most important of these is the inclemency of the weather. During the rainy season the bidis cannot be dried in the sun and only a few factories have taken to the process of artificially drying them in an oven. Whenever there is rain, therefore, the factories are closed. Another reason for the irregularity of employment is the difficulty of obtaining material at the proper time on account of difficulties of transport by rail. Sometimes also work is stopped because of accumulation of stocks in the factory owing to lack of transport facilities for marketing. The extent of under-employment suffered by the bidi workers may be gauged from the following figures which represent the average number of days in a year on which work is stopped on account of these reasons.

TABLE 9.

Extent of under-employment in bidi industry in 1944.

Centre	Due to Rain	Want of material	Over-stock	Total No. of days lost in a year
Madras	30—45	30	30	90—105
Salem	15—30	20—45	..	35—75
Vellore	15—20	15	..	30—35
Mukkudal	20—30	..	..	20—30

In Mukkudal apart from the 20 to 30 days lost on account of the rain, the workers are not given work for 5 to 10 days every month during which time the factory owners settle the accounts, receive the bidis manufactured and disburse wages.

Age distribution of Workers.

Most of the workers are illiterate and have no definite knowledge of their age. The impression gained, however, after visiting a good number of factories all over South India, is that the vast majority of the bidi workers are between the ages of 18 and 30. Men over 50 are very seldom found. Perhaps the nature of bidi work is such that after middle age, the worker's efficiency suffers. Bidi rolling requires quickness of fingers and exceptional powers of endurance are needed for working long hours.

Labour Turnover.

Although no figures are available, the indications are that labour turnover is very high in the bidi industry. In fact, in many factories the percentage of labour turnover in a year would be from 500 to 1,000. In scarcely any factory can one find the same set of workers working two consecutive months and in four months' time hardly any worker who was working in the first month will be seen. The causes of such high turnover are : (1) The advance system : when a worker requires money, he goes to a new employer and takes a higher advance and pays off the outstanding advance to his previous employer. (2) Daily payment of wages. Since the wages are paid daily there is nothing to hold him on to the factory. He can leave any day he chooses. (3) Absence of classification as permanent or temporary. A beginner is in the same boat with the worker who has put in years of service. There are no distinctive privileges for any class of workers. (4) Springing up of new bidi factories everywhere in recent years. The workers have an inexplicable mania to leave their factories to work in new factories. Very often, after a month or so, they leave the new factories also.

Absenteeism.

In South India the bidi factories do not generally keep any attendance registers where absence from work is recorded. Wages are usually settled daily and the proprietors have no need to maintain any register. In the opinion of the factory owners and the branch managers, absenteeism is about 10 to 15 per cent. in Madras, Salem, Vellore, Tinnevelly and Mangalore, about 20 per cent. in Palghat and from 5 to 10 per cent. in the Mysore State. The unduly long hours of work which involves physical strain, the insanitary conditions of work that make the workers easily vulnerable to disease and, to a certain extent, the increased earnings of workers may be cited as the causes of absenteeism.

Advances.

The basis of all employment in the bidi industry, except on the west coast, is the advance. In fact, advances play no mean role even in the organisation of the industry, for the factory owners have to give advances to their intermediaries, *viz.*, the branch managers to keep the work going. Such advances are interest-free and amount to Rs. 500 or even to Rs. 1,000. The branch managers have, however, to execute promissory notes for the advances.

Advances to workers are most common in Madras city, Salem, Vellore and Mysore State. The advances range from Rs. 5 to Rs. 20 in the Madras Province and from Rs. 30 to Rs. 150 in Mysore State. In the Madras Province most of the employers do not insist on promissory notes but in Mysore promissory notes and agreement on stamped paper are very common. The advances are recovered by the employers in daily instalments of 2 to 4 annas. The representatives of the Mysore Bidi Association and the Chamrajnagar Bidi Association strongly urged the necessity of stopping the advances to the labourers because the agreements constitute a powerful weapon in the hands of the employers.

WAGES AND EARNINGS.

Wages are paid on a piece basis. The rate for 1,000 bidis is given for the preparatory processes of cutting and cleaning the leaf, the actual rolling and the finishing process of closing the ends and tying in bundles of 25. The rates of wages have increased during the war. But there is no uniformity of wages from centre to centre nor, in some cases, from factory to factory in the same centre. The bidis manufactured can be broadly classified under two heads : the *sada* bidi and the *jadi* bidi. The *jadi* bidi is bigger than the *sada* bidi in size and generally the rate is 2 annas more for the bigger bidi.

A table showing the rates of wages for manufacturing 1,000 bidis in the various centres in 1939 and in 1944 is given below. The rates refer to adult male workers working in factories, except in the case of Mukkudal where the rates shown are for women who constitute the large majority of workers.

TABLE 10.

Wage rates in the bidi industry in 1939 *and* 1944.

Year	Madras		Salem & Vellore		Palghat		Mangalore		Tinnevelly		Mukkudal		Mysore		Chamrajnagar	
	Sada	Jadi	Sada	Jadi	Sada	Jadi	Sada	Jadi	Sada	Jadi	Sada	Jadi	Sada	Jadi	Sada	Jadi
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
1939 ..	0 9 0	0 10 0	0 5 0	0 8 0	..	0 8 0	..	0 9 0	0 7 0	0 8 0	0 3 4	..	..	0 10 0	0 7 0	0 8 0
1944 ..	..	1 2 0	1 0 0	1 2 0	..	1 8 0	..	1 2 0	1 2 0	1 4 0	0 6 8	..	..	1 8 0	0 14 0	1 0 0

Note.—In 1945 the rates in Palghat and Mysore were raised to Rs. 1-12-0 and Rs. 1-10-0 respectively for *Jadi* bidis and in Chamrajnagar to Re. 1-4-0 and Rs. 1-6-0 for *Sada* and *Jadi* Bidis respectively.

The rates for women home-workers are in all cases much lower. The comparative rates in force for men and women for rolling 1,000 bidis is given in the following table.

TABLE 11.

Differential wage rates for men and women, 1944.

Centre	Sada bidi		Jadi bidi	
	Men	Women	Men	Women
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Madras	1 2 0	0 8 0	1 2 0	0 10 0
Tinnevelly	1 2 0	0 8 0	1 4 0	0 10 0
Mysore	..	..	1 10 0	1 0 0
Chamrajnagar	1 4 0	0 10 0	1 6 0	0 12 0

In Salem and Vellore women are employed to prepare and cut the leaf at home by men working in factories and are paid on a piece basis. In Salem for cutting 1,000 leaves for the *jadi* bidi 4 annas 6 pies are paid. In Vellore the rate is 3 annas for *Jadi* and 2 annas for *Sada* bidi.

Ring-labelling is done by women on an out-work system and wages are generally paid on piece basis. Not all the factories put a separate ring round each bidi ; only those factories which depend largely on outside markets do so. The rate per 1,000 bidis is 1 anna 3 pies in Trichinopoly, 1 anna in Madras and 9 pies in Mukkudal. In Salem and Vellore ring-labelling is done on a time basis, the workers who are women or children being paid Rs. 10 to Rs. 20 a month.

Wages of Children.

The children employed as assistants to the bidi workers get 2 annas per day when they start work. Those who have experience of 3 or 4 years get from 4 to 10 annas. The average wage of a child worker is only from 4 to 6 annas. In pre-war days children were paid very low wages of 1 or 2 annas a week and the maximum was Re. 1 a week.

In the bidi industry, no allowances or bonuses of any kind exist. The rates of wages have been raised during the war, but there appears to be a good scope for increasing them still further. As the employers were reluctant to give reliable data about their cost of manufacture and profits, it was not possible to work out accurately the cost accounts ; but from enquiries made it appears that the factory owners make a total profit of about 12 annas per 1,000 bidis. The middleman makes a profit of one to two annas per 1,000 bidis rolled in his workshop and of 8 to 10 annas per 1,000 bidis rolled by women working at home as they get about 8 annas less than the workshop wages. That the employers can well afford to pay higher rates of wages is further proved by the fact that in order to attract more bidi workers, one factory in Chamrajnagar (Adum Factory) voluntarily raised the wages from Re. 1|4|- and Rs. 1|2|- to Rs. 1|8|- and Rs. 1|6|- and all the factories in Mysore city raised the wages voluntarily to Rs. 2 in January 1945, although in both cases the wages were subsequently lowered.

Payment of Wages.

Generally in bidi factories in South India wages are paid daily. In fact, in all the centres except Salem and Mukkudal wages are paid daily. In Salem weekly settlement is the general rule. In Mukkudal wages are settled monthly and in some cases fortnightly.

Deductions from Wages.

Cash deductions from wages are not common in the bidi industry except in Palghat, Tinnevelly and Salem in the Madras Province and in the Mysore State. In Palghat and the other two centres quarter anna per worker per week is deducted towards a charity fund. The proceeds are not devoted for any charity but go into the pocket of the proprietor. The practice is not, however, universal in these centres. In the Mysore State, a weekly deduction of an anna on account of incidental charges is very common. The amount deducted is generally one anna per week. But in some factories it is 1 anna 6 pies and in a few others 2 annas. Further, many factory owners in Mysore deduct one anna six pies a week as charges for getting the leaf soaked in water. In some factories in Palghat and in the Mysore State, the cost of the thread required for binding the bidis is borne by the workers and deduction is made at 1 anna 6 pies for a *chil* of thread. As one *chil* is enough for binding 4,000 to 5,000 bidis, the deduction on this account roughly works out to 4 pies per 1,000 bidis. A few factories in the Mysore State charge 2 annas and sometimes even 2 annas 6 pies for a *chil* of thread.

Apart from these cash deductions, 25 bidis per 1,000 bidis rolled are deducted when calculating wages. Ostensibly this is for making good the rejection of bad bidis by the factory owner. Such rejection, however, is at present very rare. In the Mysore State many of the factories make a deduction of 25 bidis per head per day, *i.e.*, if one worker has two boys to assist him, the deduction is 75 bidis.

In pre-war time, the rejection of bidis by the branch managers for bad workmanship led to a good deal of abuse. About 200 to 300 bidis were rejected from every 1,000 and were paid at only half the rates, though the so-called bad bidis were sold along with the rest at the same price. The practice of rejection was only a device to cheat the labourers out of a part of their earnings. This abuse has stopped now but may crop up again after the war if employment becomes scarce.

In some factories the amount of leaf to be utilised for making 1,000 bidis is fixed at 3, 3½ or 4 bundles and if more leaf is utilised the cost of the excess is charged to the labourers concerned and deducted from their wages. It frequently happens, especially in the case of the inferior Cuddappah and Kurnool leaf, that the fixed quantity does not suffice for 1,000 bidis. This practice is more common in Mysore and Chamrajnagar.

In one factory in Chamrajnagar, if a worker absents himself from work without previous intimation, 8 annas are deducted from his wage on account of damage to leaves. In the agreement entered into by the worker this deduction is provided for. The excuse for deduction is that leaves are soaked in water the previous day and if a worker absents himself from work the leaves soaked on his account go waste, as they cannot be utilised on the next day. Actually the leaves are not allowed to go waste but are distributed among the workers that are present as is done in other factories.

Earnings.

On an average a bidi worker rolls about 1,000 bidis a day. If he employs a child to help him he can roll, on an average, 1,500 bidis and, after paying the wages for the child at 4 to 8 annas, his earnings are slightly higher than the rate of wages for 1,000 bidis. Before the rates of wages were raised to the present level an average worker rolled about 1,250 bidis a day, but now the average has fallen to about 1,000, the workers choosing to work fewer hours per day.

The average monthly earnings of bidi workers in the various centres in 1939 and 1944 are given in the following table :—

TABLE 12.

Average monthly earnings of bidi workers in selected centres in 1939 *and* 1944.

Centre.	1939.			1944.		
	Average No. of workers	Average wage bill per month	Average monthly earnings	Average No. of workers	Average wage bill per month	Average monthly earnings
		Rs. A. P.	Rs. A. P.		Rs. A. P.	Rs. A. P.
Madras	78	983 6 2	12 9 8	112	2,043 1 4	18 3 10
Palghat	31*	540 11 7*	17 7 1*	31	1,363 4 2	43 15 7
Mangalore	166	2,084 14 3	12 9 0	21	439 9 0	20 15 0
Tinnevelly	..	..	..	52	1,517 8 0	29 3 0
Mukkudal†	1,545	2,594 0 8	1 10 10	3,310	16,522 7 6	4 15 10

*Figures relate to 1942.

†In Mukkudal the workers are women out workers.

Note.—The figures relate to only one or two factories in each centre. Only very few factories keep regular accounts of wage payments throughout the year. Rates of wages and regularity of employment being generally same in each centre, the average earnings can be taken to be representative.

The Salem Bidi workers' Union in its memorandum to the Committee has mentioned the monthly income of the Salem bidi workers as being from Rs. 28 to Rs. 39. In Vellore although many factories keep accounts of wages etc., the registers record only the wages of master workers so that the computation of earnings on that basis will have no meaning. Employment is more regular in the Mysore State and the average number of bidis rolled by a worker is 1,000 per day so that the earnings of adult male workers are about Rs. 40 per month in Mysore city and about Rs. 30 in Bangalore and Chamrajnagar.

In spite of the remarkable increase in the rates of wages in the bidi industry during the last two years, the earnings of the workers have not increased proportionately. This is because before wages were increased the workers had to work for long hours and with greater intensity in order to earn a wage just sufficient for their bare maintenance. The workers' standard of living has been always very low and their outlook on life very narrow, so that most of them have no higher ambition than to make both ends meet. Now, when rates of wages were raised their general outlook did not change and they were satisfied to stick to their old standards of living. They took their work more leisurely and often reduced voluntarily the number of hours. For example, in Mysore the average daily number of bidis rolled by a worker was 1,250 to 1,500 up to 1942, but the average at present is only 1,000.

Standard of Living of the Bidi Workers.

In Madras city in 1936 the Department of Industries collected 310 family budgets from among the bidi workers and at that time the average number of persons in a bidi worker's family was 4.31 (including the work), composed of 1.60 men, 1.34 women, 0.64 boys and 0.73 girls. The average income per family per month was only Rs. 20|5|10 and 98.08 per cent. of the income was derived from employment. Even today, the bidi worker and his family in all the centres surveyed have little or no source of subsidiary income. No similar official figures, are available for other centres, but from our enquiries it was found that the number of dependants was more or less the same in other centres also.

WORKING CONDITIONS.

Hours of work.

In the bidi industry there are no fixed hours of work. Wages being paid on a piece basis, the workers work according to their convenience and the employers are not worried as to when or how they work, so long as the workers prepare for him a fixed minimum of bidis. With all that, however, the bidi workers work very long hours. Generally, the workshops open at 8 or 9 a.m. and close at 9 or 10 p.m. All the workers take a mid-day interval of 1½ to 2 hours. A few factories in Mysore and Chamrajnagar close at 7 p.m. on account of lack of kerosene to light the workplace. It does not mean, however, that all the workers present themselves at the opening time. Some come one or two hours late. Some likewise go away earlier. On an average, the workers work for 10 hours a day. Children working in the factories and workshops have to follow the same hours as worked by the labourers who employ them. If a worker chooses to work till 11 p.m. his child-helper is also expected to work till then. The strict regulation of working hours is an imperative need in the bidi industry. If the workshops are open for fixed hours only, say 8 a.m. to 5 p.m. with an hour's interval, the workers will put in steady work and roll as many bidis as they are doing now, working by fits and starts over a much longer period.

Closed Days.

In all the bidi centres, one day in a week is observed as a closed day. In Madras and Mangalore, Sunday is the weekly holiday. In Palghat, Vellore, Tinnevelly and in the Mysore State, Friday is observed as the weekly holiday to enable the workers, the vast majority of whom are Muslims, to attend the Juma prayer in the mosque. In Salem, however, there is no fixed rule ; some factories close on Sunday, some on Friday and a few on Thursday or Saturday as may be convenient. Sometimes even on the weekly holiday although the workplaces remain closed the workers take the material home and work there. A more frequent practice among the workers is to work very late on the eve of the weekly holiday so as to make up for work lost on the holiday. Sometimes the workers work throughout the night on the eve of the holiday. Therefore, the purpose of the weekly holiday which is to give the workmen the necessary rest is defeated.

The most serious evil in the bidi industry is the highly insanitary condition of the workplaces. The workshops are generally low roofed, dark and ill ventilated places with uneven mud floors. The places are seldom swept or cleaned and are littered with the refuse of the leaves. There are rarely windows in the walls and the only entrance is often a narrow door so that light and fresh air are totally inadequate in the workplaces. The workshops themselves are situated in very dirty streets and lanes because of cheap rent. Some of the larger factories in Palghat, Mysore and Bangalore provide fairly large workplaces where overcrowding is not so great as in the smaller workshops. Nearly all the workplaces in Mangalore are housed in decent buildings and in decent surroundings. Latrines and urinals are nominally provided in the largers workshops in Madras, Salem, Palghat and in the Mysore State but are either kept locked so that the worker cannot use them or are rarely cleaned with the result that the workers would rather go a long distance or urinate in the street than make use of them. In the smaller workplaces latrines and urinals are not provided. Only in a few factories are arrangements made for providing cold water in summer for drinking. The workers have generally to go to the nearest hotel or street standpipe to quench their thirst. In no bidi factory is a rest place provided for the workers where they can rest during the midday interval.

L781oIL

HOUSING.

Housing is not provided by the employers anywhere. The large majority of the bidi workers live in miserable rented houses. The Report on an enquiry into the family budgets of industrial workers in Madras city describes the habitation of the bidi workers in the following words: "The rooms are almost devoid of ventilation, and the entrance, to some of these is so low that one has nearly to double oneself for entering them. The rooms have also very little light, and things inside can be seen only with the aid of a lamp even during day time. Sometimes the floor is on a lower level than the street and rain water would find its way into the house and render the floor damp and unfit for habitation. Washing and drainage facilities and latrines are scarcely provided for. Washing and bathing are done in the streets or lanes which consequently are rendered very dirty. The dimensions of the one room tenements generally vary from 8 ft. × 5 ft. to 8 feet square*."

The housing conditions of the bidi workers in the city of Madras have in no way improved since the enquiry was made and conditions of living in other centres are equally bad.

WELFARE ACTIVITIES.

Medical Aid.—There is no instance in South India where the employer has provided facilities for medical treatment to the workers. The workers depend solely on the Government hospitals and dispensaries. All the workers are unanimous in their complaint that they do not get proper attention from these dispensaries. Unless they are seriously ill, they do not generally go to them.

What with the low earnings of the bidi workers and the consequent low standard of living, unhealthy and insanitary working conditions and the long hours of work, the health of the bidi workers is none too good. In fact, in this respect they may be said to be one of the most vulnerable groups among the industrial workers. Skin diseases like scabies and itches are common. Tuberculosis is also common among the bidi workers and this is nothing strange when the dirty, airless and dark workplaces in which they have to squat for long hours are taken into account. A fear was expressed by many bidi workers and labour union representatives that the brown dust-like coating on the wrapper leaves adversely affected the lungs.

Education

There is no instance again where the employers have provided schools for the workers' children. There are, however, Government or Municipal elementary schools in all the centres. But the children of the bidi workers instead of attending school proceed to the factory or workshop to add their mite to the family income. In the cities of Madras and Mysore, scheme of compulsory elementary education of children below 12 are in existence, but the enforcement of the schemes leaves much to be desired. The Corporation of Madras, for instance, first introduced in 1926 a scheme for compulsory elementary education in four divisions in the city and it was extended to the other division in 1929. But only methods of persuasion were adopted to bring children of school-going age under instruction. The Corporation of Madras in its Administration Report for the year 1935-36 mentions that economic causes forcing several poor boys of school-going age to earn a livelihood would appear to have been primarily responsible for their not going to school.† It is strange that in spite of two Acts in force, *viz.*, the Employment of Children (Amendment) Act, 1939 and the Compulsory Elementary Education Act, the number of children still employed in the bidi industry is very large.

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* The Report, p. 37.

† The Report p. 40.

An attempt was made in Vellore by the Labour Union to start a night school for the benefit of the adult workers but attendance was so very discouraging that the venture was given up.

INDEBTEDNESS.

The low standard of living of the bidi worker is further corroborated by the fact that most of the workers are indebted. The family budget enquiry in Madras in 1936 showed that 58.06 per cent. of the bidi workers were indebted and that the average indebtedness per family was Rs. 41-4-8. From enquiries made from several workers selected at random, it was found that the incidence of indebtedness was still high and that in Madras city it had increased by nearly 50 per cent.

WORKERS' ORGANISATIONS.

In any industry effective organisation of workers can thwart the evils of low wages, long hours and insanitary working conditions. Such organisations may be either on lines of co-operative production or trade unions. In the bidi industry in the South both the types were noticed.

Co-operative production.

It is an encouraging sign that in the city of Mysore an effort is being made to organise labour on lines of co-operative production. The consciousness of the workers was awakened by one of the bidi factories declaring a lockout in September 1944. Some of the more enlightened workers on the advice of the local labour leaders and with the encouragement of the Assistant Labour Commissioner have set about forming a Joint Stock Co-operative Bidi Manufacturing concern. The Memorandum and Articles of Association have not been framed yet. The idea, however, is to have a company of 2,000 shares of Rs. 10 each, only bidi workers being entitled to buy the shares. Nearly 300 shares have been sold already and the manufacturing process has started. The factory is called the Lock-out Bidi Factory and at present employs 10 workers.

Trade Unions.

Although sporadic efforts were made here and there in some bidi centres to form trade unions in the pre-war period, organisation among the workers in the bidi industry is of recent origin. The class consciousness of the workers was awakened only when prices began to soar high during 1940 and 1941 and the employers appeared to be reluctant and tardy in raising the wages. At present there are two unions of labourers in Madras, one each in Salem, Vellore, Palghat, Tinnevelly and Mangalore, and five in Mysore. A large percentage of the workers has joined the unions. The subscription is 2 annas per member per month in all centres.

The Mysore Labour Act does not allow workers in establishments employing less than 100 persons to form into associations (trade unions) and even in establishments employing 100 persons and more, there are to be separate unions for separate concerns. The bidi workers in smaller establishments have, however, formed into a Small Factories Bidi Association after obtaining special permission from the Labour Commissioner. The membership of this Association is 600. In Chamrajnagar efforts are being made to form a trade union.

All the unions are registered but they are not recognised by the employers and the union representatives are not allowed inside the factories and other workplaces. Victimisation of union officials is not uncommon. Most of the unions are affiliated to the All India Trade Union Congress.

Strikes.

In spite of the fact that in many centres there are trade unions with extensive membership, strikes as a weapon to force the hands of the employers have been very few. Probably this may be due to the fact that the demands of the workers for increased wages were conceded sooner or later.

In Salem the bidi workers union resorted to a strike on 16th June 1944. The union demanded an increase in wages from Re. 1 to Rs. 1|8|- per 1000 bidis and when this demand was rejected they resorted to a strike. All the workers participated in the strike which lasted for 14 days. Previous to the strike a few small factories voluntarily raised the wages to Rs. 1|8|-. On the intervention of Government officers, an increase of 2 annas was granted by the proprietors who agreed to concede in full the demand of the union in two months' time. The workers resumed work on 1st July 1944 but the union's demand still remains unconceded. In Chamrajnagar, in spite of the fact that there is no organised labour union, a strike in which all the workers participated was launched on 30th April 1945. The strike started in one factory (Adum bidi factory) the owner of which had exhibited a notice that wages were raised from Rs. 1|2|- and Rs. 1|4|- to Rs. 1|6|- and Rs. 1|8|- for the *sada* and *jadi* bidi respectively and actually paid the rates for three days. But the other factory owners prevailed upon him again to lower the rates. The strike was launched as a protest and it spread to other factories. After three days a settlement was reached by all the factory owners agreeing to raise the wages by two annas. In Mysore, the bidi factory owners, in competition with one another, raised the wages in January 1945 to Rs. 2 so as to attract more workers and paid the enhanced rate for a week. The employers then formed an association and decided to lower the wages again to Rs. 1|10|- and are paying that rate at present. Three out of the four labour associations then functioning have issued 'notice of change' to the factory owners.

Lock-outs.

In Mysore, the Gaffar factory declared a lock-out in September 1944 and was still sticking to it in May 1945. The lock-out was a sequel to the dismissal of a labour association secretary. The factory, however, now runs branches in Mysore, Gundlupet and Chamrajnagar and gets all its work done through them.

CHAPTER V.—BENGAL.

The three principal bidi making centres in Bengal in order of importance are Calcutta, Bankura and Raniganje. The survey was confined to the first two centres only. Bidis are made in factories, big and small, and in almost all pan-bidi shops. In Calcutta the bidi making areas are Kidderpore, Behalla, Tollygunge, Park Circus, Raja Bazar and Sealdah. Three factories were selected from each of these areas except Kidderpore and Raja Bazar where five factories were taken as they have more factories than the other areas. Thus 22 factories of all sizes in Calcutta, 6 out of 11 big factories in Bankura and several pan-bidi shops were covered in our survey.

Both tobacco and wrapper leaves are imported from outside. The tobacco which is most commonly used is Nipani, Gujerathi and Hindusthani and the wrapper leaves are imported from the Central Provinces and Bihar.

EMPLOYMENT.

The Bidi Workers' Union, Calcutta, estimates that there are about 20,000 bidi makers in Calcutta and about 2,000 at Bankura. It also considers that there has been a shrinkage in the volume of employment since 1939 in Calcutta which, in its opinion, employed about 25,000 bidi workers before the War. The shrinkage is mainly attributed to the abnormal rise in the price of tobacco which compelled many owners of small bidi factories to close down. A few of the able-bodied workers who were displaced are said to be working as labourers under military contractors. At Bankura, on the other hand, the employment figures have gone up. This is due to the fact that many merchants from Calcutta and other big cities have started buying bidis from Bankura where labour is cheap. In six of the factories investigated, the number of people employed has gone up from 450 in 1939 to 825 in 1944. About 40 per

cent. of the workers in Calcutta and 80 per cent. in Bankura work in factories while the rest work in pan-bidi shops. The Foctories Act does not apply to bidi factories.

Majority of the workers in Calcutta are from Bihar. More than 90 per cent. in Calcutta are Muslims and the rest are scheduled caste Hindus. At Bankura, majority of the workers are local people and over 90 per cent. are drawn from the scheduled castes. 560 people selected at random from 50 factories and pan-bidi shops in Calcutta were examined and showed the following distribution regarding communities and areas of recruitment.

TABLE 13.

Composition of sampled bidi workers in Calcutta, 1944.

Community	Bengal	Bihar	United Provinces	Total	Percent of total
Muslims	203	295	10	508	90·71
Scheduled Caste Hindus ..	52	..	..	52	9·29
Total ..	255	295	10	560	100·00

The same examination revealed the following age distribution among the 560 workers.

TABLE 14.

Age distribution of sampled bidi workers in Calcutta, 1944.

Age	No. of workers	Percent of total
Below 16	51	9·11
16 to 20	100	17·86
21 to 25	100	17·86
26 to 30	136	24·28
31 to 35	89	15·89
36 to 40	45	8·04
41 to 45	34	6·07
46 to 50	5	0·89
51 and above	..	..
Total ..	560	100·00

The absence of workers above 50 is explained by the fact that a man as he becomes old loses dexterity of his fingers which is essential for high output.

In Calcutta women workers do not work in factories or shops probably because of the purdah system but quite a large number of them are engaged in this industry in their homes. These women are supplied by the factory owners with all the requisite materials such as wrapper leaves, tobacco, thread, etc., as in the case of men working in factories and shops. They are paid about 4 annas less per 1,000 bidis than men on the plea of inferior quality of bidis made by them though these bidis are sold at the same rate as those made by men. Women workers do not seem to grudge this in view of the facility afforded to them for making bidis at home and as it helps them supplement the income of their menfolk. Usually these women are wives of bidi makers working in factories. In Bankura also there is home work but not to the same extent as in Calcutta. In every factory there are one or two women workers on daily rate who do the work of sieving tobacco. In one factory 35 women were engaged on bidi making. Here also women get about 2 annas less per 1,000 bidis, whether made at home or in factories, than men. Shopkeepers and bidi merchants employ very few children directly but workers employ them as helping hands. Bidi factories generally employ 5 to 10 boys, some even below the age of 12, for labelling and packing, against the provision of the Employment of Children (Amendment) Act, 1939.

All workers are on piece-rate basis and are considered as temporary. There is no security of service and the workers can leave the service or can be discharged at any time without notice. Very few workers stay in one factory or pan-bidi shop for more than a month. As the conditions of employment are unattractive, there is no inducement of any kind to the workers to stick to one place. It is not possible to work out figures of labour turnover and absenteeism in this unorganised industry where no records are maintained.

Nearly all the beginners learn the trade at home while helping their parents in cutting wrapper leaves. Sometimes workers keep helping hands, commonly known as *Pottas* who may be considered a sort of apprentices. These helpers learn the work in two or three months after which they work on their own. During the period of learning they are paid by the workers four to six annas a day. These *Pottas* are usually adolescents and in some cases related to workers whom they help. At first they learn to tie thread on the rolled bidis, then to cut wrapper leaves and finally to roll bidis. The *Pottas* are employed for cutting leaves usually by workers who are bachelors or living away from their families. Married workers living with families get the work done through their womenfolk at home.

The only supervision over workers is to prevent theft of tobacco and wrapper leaves. In pan-bidi shops and small factories employers themselves do this work but in bigger factories this work is entrusted to old and reliable workers who are given an allowance varying from Rs. 12 to Rs. 15 per month for supervision and for taking account of the output of each worker at the end of the day. Occasionally they also make payment to other workers from the money deposited with them by the employers and render account to them at the end of the week. They are also placed in charge of limited stocks of tobacco and leaves for supplying workers in case they run short of them. These old and reliable workers who occupy a place analogous to that of sirdars in other industries also work as bidi makers in these factories.

WAGES AND EARNINGS.

Before 1939 there were three different rates in Calcutta, *viz.*, 11 annas, 12 annas and 14 annas per thousand bidis and at Bankura the rates were 6 annas, 7 annas and 7 annas 6 pies. Since the outbreak of war the rates have gone up and at present there are three prevailing rates, *viz.*, Rs. 1|9|-, Rs. 1|11|6 and Rs. 1|14|- in Calcutta and Rs. 1|1|-, Rs. 1|1|6 and Rs. 1|4|- in Bankura. The rates do not depend on the size or quality of bidis but on the locality or, more often, on the bargaining between the parties. Children who are mostly employed by the workers to help them get 4 to 6 annas per day. All the workers are on piece-rate basis, except a few in large factories who do labelling and packing. The number of such persons is, however, negligible and is less than 1 per cent. of the total number employed in this industry. They are usually boys and were getting 4 to 6 annas per day in 1939 and are now given 10 to 12 annas in both Calcutta and Bankura. No dearness allowance or any other allowance or bonus is given to workers. Piece-rated workers are paid daily at the end of the work when their bidis are counted. There are also no deductions in wages on account of various *Chats* or rejection of bad bidis in Calcutta, but rejection has been a source of annoyance and discord particularly at Bankura where it is reported that quite an appreciable percentage of manufactured bidis is rejected and later on sold at the same price as others.

There is no closed day except in three big factories in Calcutta where Friday is observed as a closed day. During festival days, however, practically no work is done in any factory or shop. In cases of accumulated stocks also factories are closed down for one or two days. It is perhaps needless to say that no payments of any kind are made in respect of such days and workers are obliged to seek employment in other shops.

The examination of 560 bidi workers referred to above showed that bachelors (125) earned Rs. 12|4|- and married men (435) earned Rs. 15|8|- per week. The weighted average of weekly earnings was Rs. 14|12|-. Married people were found more regular in attendance than bachelors and generally, worked for all the seven days of the week while others worked, on an average, for six days in a week. The bidi-workers are wholetime workers and have no connection with agriculture.

WORKING CONDITIONS.

Even in big and medium size factories working conditions are not satisfactory. Workers have to sit on the floor (sometimes on mats) with bamboo trays on their laps. The space allotted to each worker is generally about six square feet. Ventilation is deplorable. Ordinary amenities like supply of drinking water and latrines are absent in some of these factories. Workers themselves add to the insanitary conditions by dumping the suttings of the wrapper leaves in the open drains in front of the factories. Electric light, however is provided everywhere for night work. In every pan-bidi shop there is a section for bidi making. These shops are usually 5 ft. × 4 ft. × 8 ft. This space is partitioned into two decks by means of planks, the upper portion being occupied by the pan-bidi shop and the lower portion which is on the road level by the workers. The workers have to crawl into the space allotted to them for work. It is needless to point out that there are no windows but the front portion is open. This space usually accommodates three to four persons.

Hours of Work.

There are no fixed hours of work in Calcutta. The workers come and go as they like but usually do not work later than 10 p.m. The normal working hours are 9 a.m. to 12 noon and 2 p.m. to 10 p.m. They usually work 9 to 10 hours a day though the spreadover is 13 hours. The actual working hours are in a line with other industries but the spreadover is more than what is permitted in registered factories. Work is stopped at 10 p.m. because of the lighting restrictions and difficulties of conveyance. Before the war work used to be carried on up to 11 p.m. At Bankura out of six factories investigated one factory has fixed hours, *viz.*, 10 a.m. to 5 p.m. In others there are fixed hours but the workers usually come at 9 a.m. and stop work at 6 p.m. Wrapper leaves are soaked in water and cut at home by workers as well as by their wives and relatives.

HOUSING.

In Calcutta the bidi workers, in spite of their hard labour, can hardly make both ends meet. They have naturally to find out the cheapest possible accommodation for themselves and most of them live in places popularly known as *bustees* which are generally situated at some distance from the highways. They consist of huts in groups with one or two rooms often placed back to back. The huts have *kutcha* walls and floors and the roofs are of thatch, corrugated iron sheets or tiles. The height of the huts generally varies from 6 to 8 feet and the plinth is of 6 to 8 inches. The size of a room is usually 70 to 80 square feet. The house rent is reported to have increased nearly by 33 per cent. since the outbreak of the war. It used to be about Rs. 3 per room per month in 1939 and has now gone up to Rs. 4.

Ventilation in these tenements is highly unsatisfactory. The rooms are, as a general rule, very poorly lighted owing to the lack of windows and even where any small apertures exist, they are in most cases closed by the inmates in their desire to secure privacy. At Bankura the bidi workers live in *bustees* which consist of a mass of huts constructed without any plan or arrangement. Slimy stagnant ponds full of putrid matter are not uncommon in these *bustees*. The huts are huddled together and entire families consisting, on an average, of 5 to 6 members occupy a single room in which they cook,

eat and sleep together. Most of the *butees*, especially of Calcutta, are abodes of misery, vice and filth.

WELFARE ACTIVITIES.

Complete absence of any welfare work for the bidi workers is a striking feature of this industry.

Out of the 560 people examined, 14 per cent. were found to be literate *i.e.*, they could read and write their vernacular only. This is due to the fact that the workers come from the lowest strata of the society and are not anxious to educate their children, especially as education costs money.

INDEBTEDNESS.

Examination of the 560 workers revealed that as many as 390 or 70 per cent. were indebted. The table below shows that about 38 per cent. of the debtors are with five or more dependents. The number of debtors decreases with the reduction in the number of dependents.

TABLE 15.

Indebtedness among sampled bidi workers in Calcutta.

Total No. of workers examined	Dependents	No. of debtors	Percent of total	Average incidence per head
				Rs.
	Nil.	6	1·1	10·00
	1	31	5·5	33·11
	2	35	6·2	57·80
	3	85	15·2	62·87
	4	85	15·2	50·01
	5 and above	148	26·4	98·22
560		390	69·6	60·85 (weighted).

Insufficiency of earnings due to high cost of living is the main cause for which 53 per cent. of the debtors were found to be indebted to the average extent of Rs. 71. Next came indebtedness due to sickness and funeral expenses which accounted for nearly 42 per cent of the total cases. The extent of indebtedness per debtor in this group is almost the same as in the former. The principal sources of borrowing are friends and relatives. System of taking advance from the employer is not in vogue owing to high mobility of workers in this industry.

TRADE UNIONS AND STRIKES.

A labour union known as "Bidi Workers' Union" has been in existence in Calcutta since 1935 and has now a strength of about 1,000 members. Fee for membership is 4 annas per year. It is not an active organisation, its main activities being the fostering of agitation among the bidi workers. The only important part played by this union in Calcutta was in organising a strike in 1944 for getting an increase in wage rates from Rs. 1|9||- to Rs. 1|14|-. The strike could not achieve any immediate result, the issue remaining still undecided. Another union was also found to be functioning at Bankura which, after a brief spell of vigorous activity in organising a strike among the workers in 1943 for increased wage rates, went out of existence on encountering stiff resistance from the employers.

Generally speaking, labour organisation has not properly developed because of the unstable economic basis of the industry and a high degree of mobility of labour which has been facilitated by the unskilled nature of the work. The women workers are, owing to their sheer conservatism, unable to take any active part in the unions and always avoid to join them.

CHAPTER VI.—CIGAR INDUSTRY.

SOUTH INDIA.

Cigar is a luxurious smoke generally patronised by the rich. Indian cigars are famous throughout the world and have a good market in England and the Continent. Even though the cigars are manufactured in India, the tobacco used is to a large extent, or was at least before the present war, imported from Java and Sumatra. There is also an inferior quality of cigars, called *cheroots,* which is cheap. The lower middle class people in South India and the Burmese smoke this inferior brand. The cigar differs from the *cheroot* in that it has a double wrapping while *cheroots* generally have a single wrapping.. Also all *cheroots* are tuncated at both ends while in most of the high class cigars one end is closed. In a few varieties both ends may be closed or truncated. The cigar is the rich man's smoke and the *cheroot* is the poor man's cigar.

Cigars are manufactured almost entirely in the Madras Province. Trichinopoly, Dindigul and Madras city are the important cigar manufacturing centres in South India. Woriur, a suburb of Trichinopoly, and Dindigul are the exclusive centres in South India for the manufacture of high class cigars. The largest cigar factory in the country is that of Spencer's at Dindigul. The *cheroot,* however, is manufactured in small quantities in many other towns in South India.

In Madras, 5 out of the 7 cigar factories were covered. In Trichinopoly and its suburb, Woriur, there are nearly 400 cigar factories registered with the Excise Department. This does not, however, mean that there are so many factories, as the same factory is registered under two, three and sometimes even more different names. If one factory, for some reason, loses its clientele for a particular brand of cigar, it registers under another name and puts in the market its cigars as a new brand. It also happens that the same brand of cigar manufactured in the same factory is sold under different Companies' name in different markets.

The Cigar Manufacturers' Association, Trichinopoly, has given the names of 90 factories, or rather of proprietors of factories manufacturing cigars. There are a few factories which are outside the Association. Out of these, 20 sampled at random were visited. There are 20 cigar factories in Dindigul, out of which 7, including the two under the Factories Act, *viz.,* Spencer's and Anguvilas factories, were investigated.

Generally the factories manufacturing single wrapper cigars employ workers in larger numbers than those manufacturing double wrapper cigars. In Madras only single wrapper cigars are manufactured while in Trichinopoly and Dindigul double wrappers are the most common variety manufactured. The proprietor of the factory employs workers directly, mostly on a piece-rate basis. He provides raw materials and the work-place. The workers in their turn employ children to assist them paying them wages on daily rates. This practice is more common in factories manufacturing single wrapper cigars than in others. The organisation of the industry does not involve much capital outlay. Material is also available from the local selling agents.

Co-operative Factory.

There is a Co-operative Cigar Factory in Dindigul. Membership consists of 127 out of whom 80 are cigar workers and the rest local tradesmen and well-wishers of the co-operative factory. The factory gives a dividend of 6¼ per cent. and the balance of the profit, if any, is distributed as bonus among the workers actually working in the factory. The Co-operative Department of the Madras Government has lent the services of one of its staff to function as the Secretary of the Co-operative Factory.

EMPLOYMENT.

Many of the Factories do not have any records of employment in 1939. Only Spencer & Company, Dindigul, has furnished accurate figures of comparative employment in 1939 and 1944. A few factories have, however, given approximate figures of employment in 1939. Employment position, pre-war and present is shown in the following table from such data as could be obtained.

TABLE 16.

Employment in a few cigar factories in 1939 *and* 1944.

Centre	No. of factories	Total No. employed	
		1939	1944
Madras	1	30	33
Trichinopoly	7	95	83
Dindigul	Spencer's	173	437
	Anguvilas	130	30
Total ..	10	428	583

Employment in the Spencer's factory has increased appreciably because it is executing war orders. But, on the whole, employment has fallen since 1939. This is due to the cutting off of the supplies of tobacco from Java and Sumatra and the difficulty of exporting cigars to the West.

The following table shows the present employment in the centres included in the survey.

TABLE 17.

Employment in sampled cigar factories in 1944.

Centre	No. of factories	No. of workers			Total	Approximate total No. employed in the centre
		Men	Women	Children		
Madras	5	206	..	199	405	500
Trichinopoly	20	331	..	81	412	1,870
Dindigul	7	508	18	68	594	932
Total ..	32	1,045	18	348	1,411	3,302

The division of the workers in the sampled factories between piece-rated and time-rated is shown in the following table.

TABLE 18.

Proportion of piece-rated and time-rated workers in sampled cigar factories, 1944.

Centre	No. of piece-rated workers	No. of time-rated workers	Total
Madras	200	205	405
Trichinopoly	261	151	412
Dindigul	407	187	594

Recruitment.

The cigar workers are mostly local men and have been in the trade for a long time or are the sons of workers in the cigar industry. The tradition thus built up explains the localisation of the industry, especially in Trichinopoly and Dindigul. The system of advance is, however, very common in the cigar industry. Advances range from Rs. 10 to Rs. 20 and are recovered from the monthly or weekly wages in instalments. The advances bear no interest. The main reasons why workers seek advances are to give advances to the parents of child helpers who are working under them and to tide over periods of unemployment especially in the rainy season. Majority of the workers are Hindus.

Apprenticeship.

There is no regular system of apprenticeship. But the child workers who help the rollers gradually learn the trade and when they grow up become regular workers. In the Spencer's factory, boys are taken as helpers by the workers at the age of 13 and after two years work as helpers, they are given by the Company half the amount of work usually entrusted to an adult worker. Later the amount of the worker is increased to 75 per cent. and when they reach the age of 18 or 19 they become full-fledged workers.

Length of Service.

Statistics regarding the length of service of operatives were available only in the Spencer's factory. Other factories have no reliable data but figures supplied by three factories employing 95 workers in Trichinopoly have been included in the following table for what they are worth.

TABLE 19.

Length of service in four cigar factories in 1944.

Length of service	Spencer's	Trichinopoly
Between 0 and 1 year	20 %	*Nil*
Between 1 and 5 years	20 %	52 %
Between 5 and 10 years	20 %	26 %
Over 10 years	40 %	22 %

Permanent and Temporary Workers.

Only in the Spencer's is there any classification of workers as permanent and temporary. About 70 workers or roughly about half of its salaried workers are permanent. All the piece workers are temporary. Only in a few factories in Madras was noticed the system of maintaining a pass book for every registered worker but not for his helpers. The book shows tobacco given, cigars received and wages paid for each worker every day.

Labour Turnover.

Accurate figures for labour turnover for 1939 and 1944 were available only in the Spencer's and are given in the following table :—

TABLE 20.

Labour Turnover in the Spencer's in 1939 *and* 1944.

	Average daily No. employed	Retirement	Dismissal	Voluntary	Total	Percent of total
1939	173	53	..	..	53	31
1944	344	2	50	41	93	27

Proprietors of 23 other sampled factories gave their idea of turnover in their concerns in 1944 and the figures are given below for what they are worth.

TABLE 21.

Labour turnover in other cigar factories in 1944.

Centre	No. of factories	Average No daily employed	Total separations	Percent of total
Madras	3	268	86	32
Trichinopoly	17	368	128	35
Dindigul	3	110	172	156

Absenteeism.

Although no reliable figures are available, absenteeism among the cigar workers does not appear to be a great evil. Irregularity of employment is, however, a serious problem except in single wrapping concerns. It is due to weather conditions and to irregular demand for cigars. In the rainy season there is no work for several days when tobacco cannot be dried after fermen-

tation in jaggery water. Generally, a fortnight to a month is thus lost in the whole season. In the Spencer's an allowance of 3 annas per day is given to workers up to a maximum of 10 days in a year for loss of work due to rains. The demand for cigars falls in summer and consequently employment goes down to about 15 days in a month. Under-employment in this season is a great hardship to the cigar workers.

WAGES AND EARNINGS.

In the cigar industry wages are paid both on a piece and time basis. The cigar rollers are paid on a piece basis for 1,000 cigars. Workers engaged on labelling, packing and box making and children employed as helpers are paid on time basis. Basic wages have not virtually changed since 1939. Tobacco stripping is done on time basis in the Spencer's by separate workers while in other factories this forms part of rollers' work.

In Madras only single wrapper cigars or *cheroots* are manufactured. Generally only four varieties are made and the rates of wage are :

	Rs.	A.	P.
Manila	2	0	0
Long Subedar	1	12	0
Subedar	1	9	0
China *cheroot*	1	7	0

In Trichinopoly, a large variety of high class cigars are manufactured and they are known by a multiplicity of fancy names which have but little meaning. With slight differences from factory to factory the rates of wages in general or important brands are given below :

	Rs.	A.	P.
All Corona brands	5	0	0
Planters Special	3	0	0
Planters	2	8	0
Lady Love	2	8	0
Dawson	2	0	0
Five Minutes	1	4	0

Even though the rate of wages differs for the same brand from one factory to another, the difference is only apparent as one brand in one factory may be known by a different name in another.

In the Spencer's, the wage rates vary from Rs. 1|14|- to Rs. 6|14|0. The rates in other factories in Dindigul are generally as follows :—

	Rs.	A.	P.			
All Corona brands	3	8	0	to	4	8	0
Planters Special	2	8	0			
English Manila	2	8	0			
Dawson	2	8	0			
Five Minutes	1	4	0			

Time rates of wages per month in the Spencer's are shown below :—

	Rs.	A.		Rs.	A.
Tobacco stripping—					
Mistries	13	0	to	18	8
Strippers (adolescents)	6	0	to	10	0
Box makers—					
Mistries	18	0	to	22	0
Carpenters	11	0	to	18	0
Sand paperers	7	0	to	10	0
Label fixers	6	0	to	10	0
Packing—					
Mistries	18	8	to	20	0
Stencillers	16	0	to	18	0
Packers	10	0	to	13	0

The rates are more or less the same in Madras and Dindigul while they are a little higher in Trichinopoly. Children are paid wages varying from two annas to ten annas per day in Madras, while in the other two centres the maximum goes up to 14 annas. The most usual rate for children is from six to eight annas.

Dearness Allowance.

In Madras no dearness allowance is given. In Trichinopoly the workers were paid since 1941 a dearness allowance of three annas for every rupee earned. The rate was increased to 5 annas from December 1942. In Dindigul, Spencer & Co. started with a dearness allowance of Re. 1 p.m. for all workers in 1941 and the present rate is Rs. 7 for adults and Re. 1 and Rs. 2 p.m. to all workers. The allowance is deducted *pro rata* in these three concerns for absence.

Bonus.

The bonus scheme is in existence only in three factories in Dindigul. Spencer & Co., generally pays to all workers every year. In 1944 it paid 2½ months' pay or wages as bonus. As stated before, the co-operative factory distributes all profits after paying a dividend of 6¼ per cent. to its shareholders as a bonus amongst its workers. In 1944 no bonus was paid because the factory worked at a loss. The third factory pays an annual bonus of not less than Rs. 5 to all workers. A few factories in Dindigul and Trichinopoly give odd presents in the shape of cash or clothes to their workers at Dipavali and Pongal.

Earnings.

An average cigar worker can in 10 hours generally roll 650 cigars of the single wrapper type without assistance and 1,000 to 1,250 with the help of a boy assistant. In that case of the high class cigars of the double wrapper type, he can roll only 150 without assistance and 200 to 250 with the help of an assistant. The actual earnings in January 1945 for a number of workers who had worked the same maximum number of days in the wage period were collected in the sampled factories where pay registers were maintained and the results are tabulated below :—

TABLE 21.

Monthly earnings of cigar workers in January 1945.

Centre	No. of workers covered	Actual No. of days worked	Earnings		
			Maximum	Minimum	Average
			Rs. A. P.	Rs. A. P.	Rs. A. P.
Madras	6	23	43 7 6	33 1 0	36 13 5
Trichinopoly	17	24	54 4 9	16 0 0	29 12 2
Dindigul (except Spencer's) ..	13	24	40 12 0	17 12 10	27 12 6

It will be seen that single wrapper workers in Madras earn more than double wrapper workers in the other centres. The earnings are higher in Trichinopoly than in Dindigul because the Trichinopoly workers get a dearness allowance of five annas for every rupee of wages.

The average daily earnings of workers in the Spencer's factory are :—

	Rs. A. P. Rs. A. P.
1st class rollers	0 13 0 to 1 4 0
2nd class rollers	0 9 6 to 0 14 6

Plus dearness allowance of Rs. 7 per month.

Deductions.

In Madras two out of the seven factories deduct quarter anna per day from every worker towards a charity fund. In Trichinopoly and Dindigul

slight deductions from wages are occasionally made for bad workmanship. Such deductions do not exceed 10 to 12 annas a week. Generally in the case of high class cigars, 4 annas are deducted from wages per 1,000 cigars for putting the ring round each cigar, as this work is done by persons directly employed by factories.

Wage-period.

Time-rated workers are paid every month and the payment is generally made on the 1st except in Spencer's which pays on the 5th.

Piece-rated workers are paid either daily, weekly or monthly. Out of the 32 sampled factories, 7 paid daily, 18 weekly and 7 monthly.

Closed days and holidays.

There is no regular weekly closed day in Madras although there is no compulsion for the workers to work on Sundays. Six out of the seven factories remain open on Sundays, and, in fact, many workers do work seven days in the week. In Trichinopoly and Dindigul, some factories observe a weekly closed day while others do not. Holidays with pay in the case of salaried workers and without pay in the case of piece-rated workers are granted by the Spencer's on local festivals. It also gives a fortnight's leave with pay each year to permanent workers.

WORKING CONDITIONS.

Shifts and hours of work.

Only in the Spencer's factory a double shift is worked. It cannot, however, be strictly called a double shift, because the second shift is solely for children and the hours in the shift are within the hours for general work. The shift for adult workers is from 8 a.m. to 1 p.m. and 2 p.m. to 6 p.m. and for children it is from 10 a.m. to 1 p.m. and 3 p.m. to 5 p.m. There is no regulation of hours of work in other factories. Generally work starts at 7 or 8 a.m. and finishes by 7 or 7.30 p.m. The workers being on piece-rates take the work leisurely and avail themselves of intervals as it suits them. Very seldom is work done after dusk. Except in the Spencer's, children have to work the same number of hours as the adult workers who employ them.

Work-places.

In Madras the factories or work-places are found in semi-dark and insanitary godowns in the by-lanes of the George Town area. The workers squat on the floor with good and waste tobacco lying pell-mell round them. Overcrowding is very common. The pungent smell of fermented tobacco greets one as one enters the workshops. No drinking water or latrines or urinals are provided in or on the premises of the factories. The Trichinopoly and the Dindigul factories, except the Spencer's, employ a smaller number of workers. In Trichinopoly, the work-place is generally the front verandah of the proprietor's house which is screened off from the street by gunny bags or bamboo or palmyra leaf screens. On such verandahs, the workers squat with hardly any space to stretch their legs. Other work-places are dark ill-ventilated rooms with no windows, the entrance often being only a narrow door. In Trichinopoly it is proposed by the Municipality to introduce a system of licensing the cigar and bidi factories so that sanitary conditions in them can be inspected by the Municipal Health Officer. This is a move in the right direction and deserves to be widely adopted. In Dindigul, the work-places are fairly well-ventilated and overcrowding is not so acute as in the other centres. Most of the factories have provided latrines and all supply cool drinking water in summer. Nowhere, not even in the Spencer's, are shelters provided for workers for rest during intervals. Nor are there any canteens. On the whole, the working conditions are satisfactory in Spencer's factory.

WELFARE ACTIVITIES.

Provision of medical facilities to the workers is no concern of the employers in Madras and Trichinopoly. Two factories in Dindigul send workers, when

ill, to private doctors and pay the cost of medicines. Spencer & Company had a part-time doctor who used to visit the factory once a week but his services were discontinued as there was a government hospital nearby. It gives a sickness allowance of four annas per day up to a period of three months. There is a waiting period of seven days before the workers become eligible to it.

Education.

No special facilities are provided by any factory for the education of workers' children. Spencer & Company, however, has since December 1944 made an arrangement to provide the children employed in its factory with instruction for two hours every day.

Provident Fund.

Spencer & Company has a Provident Fund for permanent workers only. The subscriber contributes five per cent. of his salary and the Company contributes an equal amount.

In the Dindigul Co-operative Cigar Factory there is a thrift fund. Every week one anna per rupee earned is deducted from the wages of each worker and put into the fund. The amount standing to the credit of each worker is paid to him twice every year. The factory makes no contribution.

Pension.

In the Spencer's factory there is a scheme of pension which is entirely at the discretion of the Company. At present 25 retired Rollers get a pension of Rs. 3|8|- and 12 time-rated workers are receiving pensions ranging from Rs. 2|8|- to Rs. 10 per month.

INDEBTEDNESS.

From our enquiries, it appears that most of the workers in the cigar industry are indebted. The rates of interest vary from 9 per cent. in the case of large debts to 75 per cent. for small debts. Advances received from factory owners generally carry no interest. Causes of indebtedness are generally sickness, marriage and insufficiency of earnings due to irregularity of employment.

TRADE UNIONS AND STRIKERS.

In Madras the Cigar Workers' Union has a membership of 250 which shows that all adult workers have joined the Union as claimed by its President. The subscription is four annas per month. The Trichinopoly Cigar Workers' Union has a membership of about 1,200 which shows that 80 per cent. of the adult workers have joined the Union. The subscription is two annas per month. In Dindigul only the cigar rollers in Spencer and Company have formed a Union whose strength at present is 150. Membership fee is two annas per month. It is expected that the cigar workers in other factories will join the Union.

In Madras in one factory the workers struck work on 3rd January 1945 demanding an advance of Rs. 10 per head. The demand was not conceded and the workers resumed work on 10th January 1945. In Trichinopoly the trade union declared a strike in 1941 demanding increase in wages. On the intervention of the District Officer, the employers agreed to pay a dearness allowance of three annas in the rupee and the workers returned to work after a week. In March 1945, there was a general strike for a dearness allowance of Rs. 1|5|- per rupee of wages. The employers agreed to increase the dearness allowance from five annas to eight annas per rupee of wages. In November 1944 the cigar makers in the Spencer's factory struck work demanding that their dearness allowance and wages should be increased. The Company informed them that if they resumed work unconditionally their requests would be considered. The workers resumed work on the 5th day of the strike and the Company increased their dearness allowance from Rs. 3|8|- to Rs. 7 per month.

CHAPTER VII.—CIGARETTE INDUSTRY.

(a) BENGAL.

There are four cigarette factories in Bengal, two in Calcutta and two in the neighbouring district of 24-Parganas. All the four factories were included in the survey.

EMPLOYMENT.

The following table shows the comparative employment in August 1939 and January 1944 :—

TABLE 22.

Employment in Cigarette industry in Bengal in 1939 *and* 1944.

Name	1939	1944
The National Tobacco Co. of India, Ltd.	2,017	3,205
Tobacco Manufacturers (India), Ltd.	575	1,151
Godfrey Phillips, India, Ltd.	97	1,076
James Canterbury Ltd.*	..	32
Total ..	2,689	5,464

It will be seen that the employment has gone up by about 103 percent. This is due to the increased demand for Indian cigarettes in war time and the virtual elimination of foreign competition. In normal times women and children were not employed in this industry, but recently, owing to shortage of male labourers brought about by war conditions, the factories have been employing women and children. The children are below 15 and in some cases even below 12 and are generally employed on a piece basis. They work in the hand packing department and are generally paid 1 anna 6 pies per thousand cigarettes while women are employed as strippers.

The following table shows the distribution of the workers on time and piece basis :—

TABLE 23.

Time and piece rated workers in Cigarette factories in Bengal, 1944.

Name.	Time	Piece
National Tobacco Company	2,743	462
Tobacco Manufacturers	1,074	77
Godfrey Phillips	734	342
James Canterbury	32	..
Total ..	4,583	881

There is no contract labour.

Recruitment.

None of the factories follows a well-planned system of recruitment of labour though three of them employ over 1,000 workers. Labour is recruited at the gate by the manager or departmental head and preference is usually given to those who have already worked as substitutes in the firm.

* Started 1943.

Length of service.

The following table shows the length of service of workers in Cigarette industry in Bengal in 1944.

TABLE 24.

Length of Service of Cigarette workers, 1944.

Length of service	No. of workers	Per cent of total
Between 0 and 1 year	2,586	47·3
Between 1 and 5 years	1,961	35·9
Between 5 and 10 years	504	9·2
Over 10 years	413	7·6
Total ..	5,464	100·00

It will be noticed that a fairly large number of workers, *i.e.*, nearly 17 per cent. have been in the same factory for over five years and nearly 8 per cent. for over 10 years. Owing to the limited number of factories in this industry, the workers of one concern tend to retain their connections with it for a longer period than in other industries.

Classification of Workers.

The National Tobacco Company and Tobacco Manufacturers have well-defined classification of workers as permanent and temporary. The remaining two factories have no such classification and the workers in them are all temporary. It is strange that Godfrey Phillips which employs over 1,000 workers should have no such classification. In the National Tobacco 75.7 per cent. of the workers were permanent whereas in the Tobacco Manufacturers only 47.4 per cent. were permanent. The Tobacco Manufacturers divides its workers into four categories : Class A, Class B probationary and temporary. Class A worker is employed on monthly basis : Class B worker is piece-rated or daily-rated, but paid monthly. A probationer is one who is engaged to fill a vacancy in Class A but has not completed 12 months' service. A temporary worker is one engaged to fill vacancy in Class B who has not completed 12 months' service. Probationers and temporary workers are made permanent in their classes after one year's service. The promotion of any Class B worker to Class A may be made at the discretion of the Company. Class A workers are given 15 days' notice or 15 days' wages in lieu of notice when their services are dispensed with. Class B workers do not enjoy this privilege. Some casual workers are also employed in all the factories. They are on daily-rate and are discharged as soon as the work for which they are engaged is finished.

Apprenticeship.

No system of apprenticeship exists in any of the factories.

Promotion.

There is no system of graded or time-scale promotion in any of the concerns. Promotion from lower to higher scale of pay, if any, depends on the discretion of managers.

Labour Turnover and Absenteeism.

No reliable data could be obtained about labour turnover or absenteeism, except in the case of Tobacco Manufacturers where turnover in November 1944 was 4.4 per cent. and absenteeism in 1943 was 12 per cent.

Standing Orders and Labour Officers.

Only the Tobacco Manufacturers has Standing Orders, and Labour Officers are found only in the National Tobacco and Godfrey Phillips. It is rather surprising that two big factories have no Standing Orders and that Tobacco Manufacturers should have no Labour Officer. The Labour Officer in the National Tobacco Company is only a part-time employee and is merely a record keeper. He has practically no hand in the selection or recruitment

of labour. Moreover, he is overworked, being a labour officer of another concern under the same management. It is remarkable that, with the exception of Godfrey Phillips, none of the factories has any full-time officer to look after recruitment and welfare of labour though two of them employ more than 1,000 workers.

WAGES AND EARNINGS.

The rates of wages in this industry are rather low as the type of work demanded does not call for a high degree of skill and specialisation. There is no uniformity of scale from factory to factory. There has been an increase in the basic wage rates since August 1939. In the National Tobacco Company the men's rate has been increased from Rs. 1-8-0 in 1939 to Rs. 3-4-0 per week in 1944. The Tobacco Manufacturers has raised the daily rates from As. 10 in 1939 to As. 12 in 1944. In Godfrey Phillips boys' wages which were Rs 1-4-0 in 1939 have been raised to Rs. 3|- per week and men's maximum rate has been increased from Rs. 3|- to Rs. 5|- per week. The following table shows the rates of wages in the cigarette industry in Bengal in 1944 :—

TABLE 25.

Rates of wages in the Cigarette Industry in Bengal, 1944.

	Godfrey Phillips (per week)						National Tobacco Company (per week)						Tobacco Manufacturers (per day)						James Canterbury (per month)					
	Minimum			Maximum			Minimum			Maximum			Minimum			Maximum			Minimum			Maximum		
	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.
Leaf Department—																								
Operator	4	8	0	11	0	0	3	12	0	6	0	0	..			..			..			60	0	0
Feeder	4	8	0	8	0	0	3	8	0	4	0	0	..			..			..			..		
Receiver ..	4	8	0	8	0	0	3	8	0	4	4	0	..			..			..			..		
Cooly	4	0	0	6	0	0	3	12	0	4	0	0	..			..			30	0	0	45	0	0
Manufacturing Department—																								
Operator ..	4	8	0	14	0	0	3	8	0	20	0	0	0	12	0	1	1	0	70	0	0	120	0	0
Feeder	4	0	0	6	0	0	..			3	12	0	0	12	0	0	14	0	23	0	0	40	0	0
Receiver ..	4	0	0	6	0	0	..			3	12	0	..			..			..			..		
Lifter	..			..			3	0	0	3	8	0	..			..			20	0	0	35	0	0
Cooly	4	0	0	6	0	0	..			..			0	12	0	0	14	0	..			..		
Packing Department—																								
Operator ..	4	8	0	14	0	0	3	8	0	5	12	0	0	12	0	1	3	0	..			..		
Feeder	3	8	0	6	0	0	..			3	4	0	0	12	0	0	14	0	15	0	0	35	0	0
Receiver ..	3	0	0	5	0	0	..			3	4	0	..			..			15	0	0	35	0	0
Cooly	4	0	0	6	0	0	..			3	4	0	0	12	0	0	14	0	..			40	0	0
Packer [c]	Piece-rate						Piece-rate						0	12	0	1	3	0	..			..		

The enquiry into wages and earnings of workers employed in all the cigarette factories was conducted for the month of January 1945. All workers were covered except persons employed in departments allied to the main factory such as saw mills (making cases for cigarettes) and tin making (manufacturing containers of cigarettes) in the National Tobacco Company. About 82 per cent. of the workers were time-rated the remaining being piece-rated. About 15 per cent. of the workers were hourly paid, 26 per cent. daily paid, 39 per cent. weekly paid while only 2 per cent. were monthly paid.

The following two tables set out frequency distribution of workers in specified groups of average daily basic wages and earnings :

TABLE 26.

Frequency distribution of cigarette factory workers in Bengal in specified groups of average daily basic wages.

Wage group	National Tobacco Co.		James Canterbury		Tobacco Manufacturers		Godfrey Phillips		Total	
	No. of workers	Percent of total	No. of workers	Percent of total	No. of workers	Percent of total	No. of workers	Percent of total	No. of workers	Percent of total
Under As. 4	7	·4	..	..	..	..	4	·5	11	·3
Between As. 4 and As. 6	37	1·9	1	1·4	..	..	5	·5	43	1·1
Between As. 6 and As. 8	76	4·1	1	1·4	..	..	138	17·1	215	5·8
Between As. 8 and As. 10	642	34·3	9	12·7	..	..	136	17·1	787	21·3
Between As. 10 and As. 12	368	19·6	3	4·2	..	..	152	18·8	523	14·1
Between As. 12 and As. 14	147	7·9	4	5·7	259	27·4	39	4·8	449	12·1
Between As. 14 and Re. 1	61	3·3	10	14·1	447	47·4	32	3·9	550	14·9
Between Re. 1 and Rs. 1-2-0	71	3·8	7	9·9	118	12·5	15	1·9	211	5·8
Between Rs. 1-2-0 and Rs. 1-4-0 ..	39	2·1	1	1·4	40	4·2	24	2·9	104	2·8
Between Rs. 1-4-0 and Rs. 1-8-0 ..	113	6·1	20	28·2	48	5·1	46	5·7	227	6·2
Between Rs. 1-8-0 and Rs. 1-12-0 ..	128	6·8	6	8·4	13	1·4	65	8·1	212	5·8
Between Rs. 1-12-0 and Rs. 2	83	4·4	1	1·4	15	1·6	48	5·8	147	4·0
Rs. 2 and over	100	5·3	8	11·2	4	·4	104	12·9	216	5·8
Total ..	1,872	100	71	100	944	100	808	100	3,695	100

TABLE 27.

Frequency distribution of cigarette factory workers in Bengal in specified groups of average daily earnings.

Earning group	National Tobacco Co.		James Canterbury		Tobacco Manufacturers		Godfrey Phillips		Total	
	No. of workers	Percent of total	No. of workers	Percent of total	No. of workers	Percent of total	No. of workers	Percent of total	No. of workers	Percent of total
Under As. 8	34	1·9	2	2·9	..	..	11	1·4	47	1·3
Between As. 8 and As. 12	55	2·9	11	15·5	..	..	166	20·4	232	6·3
Between As. 12 and Re. 1	637	34·2	10	14·1	..	..	183	22·5	830	22·5
Between Re. 1 and Rs. 1-4-0	465	24·8	7	9·9	..	..	97	12·1	569	15·4
Between Rs. 1-4-0 and Rs. 1-8-0 ..	185	9·8	21	29·5	1	..	58	7·2	265	7·2
Between Rs. 1-8-0 and Rs. 1-12-0 ..	100	5·3	6	8·4	142	15·0	47	5·8	295	7·9
Between Rs. 1-12-0 and Rs. 2	112	5·9	4	5·6	422	44·8	44	5·4	582	15·8
Between Rs. 2 and Rs. 2-4-0	103	5·5	2	2·8	144	15·2	55	6·8	304	8·2
Between Rs. 2-4-0 and Rs. 2-8-0 ..	79	4·2	5	7·1	76	8·1	48	6·0	208	5·7
Between Rs. 2-8-0 and Rs. 2-12-0 ..	37	2·0	..	..	36	3·8	32	4·0	105	2·8
Between Rs. 2-12-0 and Rs. 3	30	1·6	..	..	35	3·8	26	3·2	91	2·4
Rs. 3 and over	35	1·9	3	4·2	88	9·3	41	5·2	167	4·5
Total ..	1,872	100	71	100	944	100	808	100	3,695	100

It will be seen from the first table that wages are the lowest in National Tobacco Company and the highest in James Canterbury Ltd. About 54 percent of workers in the National Tobacco Company get between annas 8 and annas 12 per day while about 75 percent. of workers in Tobacco Manufacturers get between annas 12 and Re. 1 per day. The modal groups of workers in Godfrey Phillips and James Canterbury Ltd., cover about 19 percent and 28 percent of workers in the respective concerns who get between annas 10 and annas 12 and Rs. 1-4-0 and Rs. 1-8-0 per day respectively. The modal group in all concerns covers about 21 percent of the workers who get between annas 8 and annas 10 per day. On the whole, about 62 percent of workers get between annas 8 and Re. 1|- per day. An interesting feature in the Tobacco Manufacturers is that there are no workers getting below annas 12 per day.

The second table shows that the earnings are the lowest in National Tobacco Company and the highest in Tobacco Manufacturers. 59 percent of the workers employed in the former concern earn between annas 12 and Rs. 1-4-0 while 60 per cent. of workers in the latter concern earn between Rs. 1-12-0 and Rs. 2-4-0. In Tobacco Manufacturers, with the exception of one worker, no one earns below Rs. 1-8-0 per day. The modal group in all concerns covers 22.5 percent of the workers who earn between annas 12 and Re. 1|- per day.

Dearness Allowance.

All the factories except James Canterbury give dearness allowance. The scale of allowance varies from factory to factory and in most cases it is not based on the cost of living index. The National Tobacco Company pays to all its workers a dearness allowance equivalent to 10 percent of the basic wages earned plus Rs. 2|- as a war allowance. The war allowance was Rs. 1-4-0 when it was started in April 1940.

Tobacco Manufacturers introduced dearness allowance from February 1940 and extended it to all workers earning up to Rs. 50 per month. The allowance is linked to the cost of living index published by Government and the minimum and maximum rates of the allowance in August 1944 were Rs. 19-8-0 and Rs. 34-13-0 per month respectively. Godfrey Phillips gives 10 percent of total wages as dearness allowance only to time-rated workers.

Bonus.

War bonus is paid by Godfrey Phillips and James Canterbury. The former gives it at 22½ percent of the earnings to packers and wrappers and 12½ percent to other piece-rated workers only. James Canterbury pays one month's salary as bonus to all workers at Christmas. An annual bonus is, however, given by Tobacco Manufacturers to all at 1, ¾th or ½ month's earnings according to the worker's record in the year.

Overtime.

Overtime is worked in all the factories except in James Canterbury and it is compulsory in the case of Tobacco manufacturers only. It is generally paid according to the provisions of the Factories Act. Sunday work is paid at the rate of time and a half in the Tobacco Manufacturers. Wages for overtime work are paid generally along with the normal wages.

Fines.

Fines are imposed for loss or damage to Company's properties. In two concerns the amount of fine depends on the discretion of the departmental heads and managers and workers complained that it was not regulated strictly in accordance with the provisions of the Payment of Wages Act. Only the National Tobacco Company maintains a fine fund. The amount in the fund was Rs. 105|- and is utilised for sports.

Wage Period.

Wage period is a calendar month in all the factories except the National Tobacco Company which pays its workers weekly. In Tobacco Manufacturers monthly-rated workers are paid on the last day of the month, but the daily-rated employees have to wait for one week after the end of the month. The two other concerns which pay the wages monthly pay within the 7th day of the next month. The National Tobacco Company pays one week after the wage period.

Closed days and Holidays.

Sundays are weekly days of rest in all the factories. Two of the factories also do not work on Saturday afternoon. In addition, holidays on festival occasions are granted by three firms but with pay only to monthly-rated workers. Paid festival holidays in a year are six in the National Tobacco Company, 11 in Tobacco Manufacturers and 12 in James Canterbury. Godfrey Phillips is the solitary exception where no such system of paid holidays prevails. Tobacco Manufacturers alone grants privilege and sick leave to its employees. It grants 15 days' privilege to class A and 10 days' to class B workers on completion of one year's service. Sick leave with half pay for not more than 14 working days on medical certificate issued by the Company's doctor is granted to both class A and class B workers but this leave may be deducted from any privilege leave to which workers may be entitled in that year.

WORKING CONDITIONS.

The following table shows the shifts and hours of work in the cigarette factories in Bengal :—

TABLE 28.

Shift and hours of work in cigarette factories in Bengal, 1945.

Name of factory	Shift hours	Rest interval	Actual hours of work	Total spread over
National Tobacco Co.	6 a.m. to 7 p.m.	11 a.m. to 3 p.m.	9	13
	11 a.m. to 12 midnight	3 p.m. to 7 p.m.	9	11
Tobacco Manufacturers	6 a.m. to 3 p.m.	½ hour	8½	9
	8 a.m. to 5 p.m.	½ hour	8½	9
	3 p.m. to 12 midnight	½ hour	8½	9
Godfrey Phillips	6 a.m. to 3 p.m.	11 a.m. to 12 noon	8	9
	8 a.m. to 6 p.m.	1 p.m. to 2 p.m.	9	10
	3 p.m. to 12 midnight	8 p.m. to 9 p.m.	8	9
James Canterbury	6 a.m. to 7 p.m.	11 a.m. to 3 p.m.	9	13
	11 a.m. to 12 midnight	3 p.m. to 7 p.m.	9	13
	8 a.m. to 5 p.m.	½ hour	8½	9

It will be thus seen that the work starts from 6 a.m. and stops at 12 midnight in all the factories. Spreadover is 13 hours in two concerns which is too much. The third shift in three concerns is the general shift and is only in the engineering department. There is no third shift in the National Tobacco Company which has its engineering departments in Agarpara Jute Mills which is under the same management. The workers get full pay for half day's work on Saturdays in two concerns.

Ventilation, lighting and floor area per worker are, on the whole, satisfactory in all the factories. The first three floors of Tobacco Manufacturers which accommodate the majority of workers are air-conditioned. Only this concern has a rest shelter for the use of workers during the rest intervals. It is a *pucca* structure, 84 ft. × 30 ft. and has asbestos roof. There are no walls round the shed and a section of it is partitioned for the use of Muslim employees for taking meals. In this concern a gramophone is played throughout the working hours and each room is fitted with a loudspeaker so that operatives can work without feeling strain or boredom.

Sanitary latrines and urinals are provided for the use of the workers in all the factories. Their number, however, is not adequate.

Housing.

Only the National Tobacco Company houses about 30 percent of its workers. There are six lines—three *pucca* and three *kutcha* which are built just outside the factory area. *Pucca* quarters have brick walls and tiled roof. Each room is 10 ft. × 10 ft. with a door 6½ ft. × 3 ft. and a window 2½ ft. × 2 ft. It has also a verandah in front which is 4 feet wide and is partitioned and used for cooking. There are *pucca* drains all round but they are not cleaned every day. *Kutcha* quarters have mud and lime walls and tiled roof. Rooms are of the same size as in the *pucca* quarters but the door, window and the verandah are slightly smaller. Usually two to three people live in one room and Rs. 2|- are charged as rent per month for *pucca* rooms and Re. 1|- for *kutcha* rooms. Latrines and water taps are provided in the lines. Water supply is from tube wells.

WELFARE ACTIVITIES.

Medical Aid.

The three big factories maintain dispensaries and whole-time doctors for the benefit of their workers. James Canterbury has only a first aid box and a part-time medical officer. Medical facilities provided are, however, for minor cases only and serious cases are sent to local hospitals. Only in Tobacco Manufacturers and Godfrey Phillips workers are medically examined at the time of their first appointment. There is no system of regular periodical examination of the workers except in the Tobacco Manufacturers where all workers are examined on return from any period of annual leave exceeding 6 days.

Canteens.

The National Tobacco Company has a canteen where light refreshments and tea are available at market prices. It was started by the Indian Tea Market Expansion Board but since 1944 it is run under the supervision of the Company. In the Tobacco Manufacturers there are two hotels, one for Hindus and the other for Muslims which are run by contractors. Management does not generally interfere in the running of these hotels. It is desirable that nutrition value of the food supplied in these hotels should be occasionally examined and special attention paid to their cleanliness. There are no canteens in the other two factories.

Grain Shop.

The three big factories maintain grain shops and the remaining, *viz.*, James Canterbury, contemplates opening one. Foodstuffs such as rice, *atta* and *dal* are supplied at concession rates by National Tobacco Company and Godfrey Phillips and at controlled rate by Tobacco Manufacturers.

Provident Fund.

The Tobacco Manufacturers has a Provident Fund. Those workers who have put in at least two years of service are eligible to join it. A subscriber contributes one anna per rupee of his monthly wage and the Company contributes an equal amount. Only the National Tobacco Company has drawn up a pension scheme for its workers which it expects to introduce shortly.

Indebtedness.

It appears from our enquiry that most of the up-country workers are indebted in their villages to the extent of Rs. 50|- to Rs. 250|- per head on account of marriages, ancestral debts, funeral expenses etc. They pay interest varying from 6¼ percent to 25 to the village *Mahajans* as the loans are unsecured. It was stated by the management of one factory that since the introduction of the Bengal Moneylenders Act, indebtedness of the local workers was on the decline but this Act does not cover debts incurred outside Bengal.

TRADE UNIONS AND STRIKES.

There are two registered trade unions in the industry at present : (1) National Tobacco Factory Workers' Union and (ii) Beliaghatta Cigarette Mazdur Union The first union was started in 1939 and the other in 1944. Membership is 113 and 300 respectively. Tobacco Manufacturers has recognised the first union but the other firms recognise neither of the unions. There are no records giving details of strikes in any of the factories. There was a " go slow " strike in 1940 in the Tobacco Manufacturers which lasted for about a month. Some of their demands such as Provident Fund, annual bonus, abolition of Benevolent Fund, etc., were conceded by the management.

WORKING OF THE LABOUR ACTS.

Provisions of the Factories Act and the Payment of Wages Act are generally complied with except that sections 51 and 54 (i) of the Factories Act were violated in the case of children in some factories. One or two cases came to our notice in which fines were imposed in contravention of the latter Act. No inspection books are kept by the factories. It is doubtful whether the Maternity Benefit Act is observed by those factories which have engaged female labour. The Workmen's Compensation Act does not appear to have been availed of by the workers to a considerable extent. Information regarding the number of accidents in 1943 was available only from Tobacco Manufacturers and Godfrey Phillips. There were four serious and 30 minor accidents in the first concern which paid compensation in four cases amounting to Rs. 55-8-0 in all. In Godfrey Phillips the number of accidents was nine and the total compensation paid amounted to Rs. 557-11-0.

(b) BOMBAY.

There are six cigarette factories in the Bombay Province and all of them were covered in our survey. Of these three are in Bombay city, two in the suburbs of Bombay and one in Poona.

EMPLOYMENT.

The following table shows the employment in these factories in 1939 and 1944 :—

TABLE 29.

Employment in cigarette industry in Bombay, 1939 *and* 1944.

Name of factory	1939	1944	Remarks
Tobacco Manufacturers (India), Ltd., Bombay	..	1,099	Started in 1940.
Godfrey Phillips, India, Ltd., Andheri, Bombay.	..	500	Came under the present management in 1944.
Golden Tobacco Co. Ltd., Vile Parle, Bombay	108	101	
Deccan Tobacco Co. Ltd., Poona ..	20	105	Started in 1939.
Macropolo & Co. Ltd., Bombay	32	82	
Maple Tobacco Co. Ltd., Bombay ..	..	142	Started in 1943.
		2,029	

It will be seen that most of the factories have been started since the commencement of the war.

The following table shows the number of men and women employed in five of the factories.

TABLE 30.

Name of factory.	Men.	Women.	Total.
Tobacco Manufacturers	738	361	1,099
Golden Tobacco Co.	51	50	101
Deccan Tobacco Co.	20	85	105
Macropolo and Co.	61	21	82
Maple Tobacco Co.	62	80	142
Total	932	597	1,529

It will be seen that quite a considerable number of women are employed in this industry. They are chiefly employed in the packing department.

Recruitment.

All the concerns recruit their labour directly at the gates. There is no contract labour.

Length of service.

In the Tobacco Manufacturers 85 workers had put in less than one year's service while 1,014 had put in service varying from 1 to 5 years. In the Golden Tobacco Company 50 percent of the workers have less than one year's service, 30 percent between 1 and 5 years and the remaining 20 percent more than 5 years' service. The Deccan Tobacco Company stated that most of the workers who started in 1939 were still on its muster.

Classification of Workers.

None of the concerns, except the Tobacco Manufacturers, classifies its workers as temporary and permanent and almost all the workers are temporary. In the Tobacco Manufacturers 81.3 percent were permanent and the rest temporary. Normally a temporary worker can hope to be permanent at the end of one year's service.

Apprenticeship.

There is no system of apprenticeship in any of the factories. The usual practice seems to be to recruit raw unskilled labourers and gradually train them by making them work along with the trained workers.

Promotions.

There is no graded or time-scale promotion in any of the concerns. Generally unskilled workers are given opportunities to work in the several departments and, if they come up to expectation, are promoted by gradual increments to the skilled categories.

Labour Turnover.

From enquiries made it appears that labour in the cigarette industry is unstable. The percentage of turnover in the Tobacco Manufacturers in 1943 was 39. Accurate statistics of labour turnover were not available in other factories. The managements in all concerns complained that the attraction of higher wages in other industries drew away the labour from the cigarette industry. In order to stabilise its labour force, Godfrey Phillips has decided to engage, unskilled labour at Rs. 15|- per month and to increase the salary to Rs. 20|- if the man stays on more than a month.

Absenteeism.

Unlike turnover, absenteeism does not seem to be a serious problem. It is almost negligible being 3 percent in the Tobacco Manufacturers and about 10 percent in the case of Godfrey Phillips. In the Golden Tobacco Company at Vile Parle it was about 16 percent because of the highly malarial situation of the factory and considerable transport difficulty experienced by workers to go to the work spot. In other factories the percentage of absenteeism varied between 4 and 12.

Standing Orders.

None of the factories except the Tobacco Manufacturers has Standing Orders.

Labour Officer.

None of the concerns has a Labour Officer to look into the grievances of the workers. Godfrey Phillips has a Labour Master whose chief duty is to recruit the necessary labour for the factory. He is more or less akin to the common jobber.

WAGES AND EARNINGS.

Data regarding wages and earnings were collected from five cigarette factories in Bombay city for the month of March 1945. All workers were covered and no sampling was adopted. All workers were time-rated and 36 percent of them were women.

TABLE 31.

Frequency distribution of workers in Bombay cigarette factories according to average daily basic wages, 1945.

Wage group	Golden Tobacco Co.		Macropolo and Co.		Godfrey Phillips		Tobacco Manufacturers		Maple Tobacco Co.		Total	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under As. 4	18	78	..	..	..	..	..	..	..	..	18	78
Between As. 4 and As. 6	7	63	..	..	..	..	..	..	..	..	7	63
Between As. 6 and As. 8	45	35	..	..	..	..	..	..	..	..	45	35
Between As. 8 and As. 10	8	8	..	1	..	..	..	..	..	..	8	9
Between As. 10 and As. 12	16	11	7	2	85	45	..	79	..	..	108	137
Between As. 12 and As. 14	1	3	7	5	125	96	111	110	..	..	244	314
Between As. 14 and Re. 1	1	..	26	20	14	1	315	53	21	19	377	93
Between Re. 1 and Rs. 1-2-0	..	..	7	10	50	..	65	2	29	50	151	62
Between Rs. 1-2-0 and Rs. 1-4-0 ..	1	..	3	..	2	..	39	2	18	18	63	20
Between Rs. 1-4-0 and Rs. 1-8-0 ..	4	..	8	1	5	..	51	1	29	1	97	3
Between Rs. 1-8-0 and Rs. 1-12-0 ..	3	..	15	..	46	..	16	..	3	..	83	..
Between Rs. 1-12-0 and Rs. 2	3	..	1	..	7	..	11	2	4	3	26	5
Rs. 2 and over	8	..	4	..	15	..	28	1	3	..	58	1
Total ..	115	198	78	39	349	142	636	250	107	91	1,285	720

TABLE 32.

Frequency distribution of workers in Bombay cigarette factories according to average daily earnings, 1945.

Earning group	Golden Tobacco Co.		Macropolo and Co.		Godfrey Phillips		Tobacco Manufacturers		Maple Tobacco Co.		Total	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under As. 8	..	..	..	..	..	..	..	..	..	..	..	..
Between As. 8 and As. 12	15	74	..	..	..	..	..	..	..	..	15	74
Between As. 12 and Re. 1	34	90	1	..	16	..	..	..	..	..	51	90
Between Re. 1 and Rs. 1-4-0	31	24	13	7	92	40	..	..	51	70	187	141
Between Rs. 1-4-0 and Rs. 1-8-0 ..	14	9	18	14	74	67	..	..	43	18	149	108
Between Rs. 1-8-0 and Rs. 1-12-0 ..	3	..	16	16	65	21	1	..	5	..	90	37
Between Rs. 1-12-0 and Rs. 2	4	..	10	1	35	10	..	6	3	..	52	17
Between Rs. 2 and Rs. 2-4-0	3	1	6	1	42	4	176	107	3	3	230	116
Between Rs. 2-4-0 and Rs. 2-8-0 ..	2	..	10	..	7	..	273	94	..	..	292	94
Between Rs. 2-8-0 and Rs. 2-12-0 ..	3	..	..	..	1	..	75	16	1	..	80	16
Between Rs. 2-12-0 and Rs. 3	1	..	..	..	1	..	27	13	..	..	29	13
Rs. 3 and over	5	..	4	..	16	..	84	14	1	..	110	14
Total ..	115	198	78	39	349	142	636	250	107	91	1,285	720

The following two tables set out frequency distribution of workers in specified groups of average daily basic wages and earnings :

It will be seen from table 31 that wages in the Golden Tobacco Company are very low while those in Maple Tobacco Company are high as compared to these in other concerns. Attention may be drawn to the concentration of modal frequencies (except in the case of Golden Tobacco Company) in the annas 12 and Rs. 1-2-0 wage group. The Maple Tobacco Company exhibits two modals but it is obvious that the concentration is more around the Re. 1|- and Rs. 1-2-0 group than round the other. It will also be noticed that women's wages are less than those of men. Nearly 30 percent of total male workers earn between annas 14 and Re. 1|- per day while about the same percentage of female workers earn between annas 12 and annas 14 per day. On the whole, about 60 percent of men earn between annas 12 and Rs. 1-2-0 while 62 per cent. of women earn between annas 10 and Re. 1|- per day as basic wages. There are, however, only 6 percent of male workers getting below annas 10 per day as against 26 percent of female workers.

Table 32 shows that the daily earnings have risen appreciably in the Tobacco Manufacturers where the earnings level is the highest. This is so because it pays the highest allowances and also production bonus. This is also responsible for the fact that the earnings of women in this concern are higher than those of even men in other concerns.

The earnings are again lowest in the Golden Tobacco Company where about 57 percent of male workers and about 83 percent of female workers earn between annas 12 and Rs. 1-4-0 and annas 8 and Re. 1|- per day respectively. The earnings would have gone still lower but for attendance bonus which is paid in that concern. Though the basic wage level is the highest in the Maple Tobacco Company, the level of earnings is lower than in two other concerns. This is due to the fact that this factory pays the lowest dearness allowance. About 88 percent of male workers and about 77 percent of female workers earn between Re. 1|- and Rs. 1-8-0 and Re. 1|- and Rs. 1-4-0 per day respectively.

Take into consideration the workers in all factories, the modal group covers about 23 percent of male workers and about 20 percent of female workers earning between Rs. 2-4-0 and Rs. 2-8-0 and Re. 1|- and Rs. 1-4-0 per day respectively. The higher earnings of male workers is due to the fact that this group is composed largely of workers in the Tobacco Manufacturing Company which alone employs nearly half the number of male workers in all the concerns. Thus the gap between the earnings of male and female workers is widened.

Dearness Allowance.

All factories pay dearness allowance at varying rates. The Tobacco Manufacturers pays the same dearness allowance as the Millowners' Association, Bombay. Godfrey Phillips pays 7 annas per day worked or 5 annas in the rupee of worker's earnings whichever is higher. The golden Tobacco Company and the Macropolo Company pay Rs. 15|- per month. The Deccan Tobacco Company pays its workers 20 percent of their earnings with a minimum of Rs. 5|- per month and the Maple Tobacco Company gives 12½ percent of the workers' earnings as dearness allowance.

Bonus and other Allowances.

The Tobacco Manufacturers pays an annual war bonus of 1|12th of the worker's earnings, provided he has been on the muster roll for one year. The amount of the bonus is, however, likely to be reduced by 1|4th depending on the worker's conduct. The Deccan Tobacco Company paid a bonus of three months' pay or 1|4th of total earnings to all its workers in 1944. It was paid

in three monthly instalments. None of the other concerns pay any war or profit bonus. The Golden Tobacco Company, however, pays an attendance bonus to its workers on a sliding scale. The rate is Rs. 5|- for full attendance in the month and is reduced by 8 annas for half day's absence until nothing is paid for 5 days' absence in the month. There is a system of efficiency bonus in Tobacco Manufacturers and Godfrey Phillips. In the former, workers who handle the two best machines from the point of view of production in a particular month in the packing and making departments are paid Rs. 4|- and Rs. 5|- per machine. In Godfrey Phillips, in the packing department one anna extra per day is paid for every 1,000 packets prepared above 1,200 packets. In the making department there is a limit fixed for each machine and bonus is paid at the rate of Re. 1|- per 1,000 cigarettes made above that limit.

None of the concerns has a system of fine. Nor are there any deductions except those permissible under the Payment of Wages Act. Almost all the concerns give small advances of money free of interest to their workers at times of festivals or social functions at home and they are deducted from their pay by instalments.

WORKING CONDITIONS.

The following table shows the shifts and hours of work in the cigarette factories :—

TABLE 33.

Shifts and Hours of Work in Cigarette factories in Bombay, 1945.

Name of factory	Hours of work	Interval	Actual No. of hours of work
Tobacco Manufacturers	I—8 a.m. to 6 p.m.	1 p.m. to 2 p.m.	9
	II—7 p.m. to 5 a.m.	10 p.m. to 11 p.m.	9
Godfrey Phillips Making and Cutting sections.	8-30 a.m. to 6-30 p.m.	1 p.m. to 2 p.m.	9
	I—7 a.m. to 5 p.m.	1 p.m. to 2 p.m.	9
	II—5 p.m. to 3 a.m.	9 p.m. to 10 p.m.	9
Golden Tobacco Co.	8-30 a.m. to 6-30 p.m.	1 p.m. to 2 p.m.	9
Deccan Tobacco Co.	9 a.m. to 6-30 p.m.	1 p.m. to 2 p.m.	8½
Macropolo & Co.	9 a.m. to 7 p.m.	1 p.m. to 2 p.m.	9
Maple Tobacco Co.	8-30 a.m. to 6-30 p.m.	1 p.m. to 2 p.m.	9

It will be seen that only in two factories more than one shift is worked. In the case of Godfrey Phillips only the making and cutting sections work double shifts. In Tobacco Manufacturers there is a monthly changeover, while in Godfrey Phillips the changeover is fortnightly.

Overtime.

When overtime is worked it is paid according to the provisions of the Factories Act. The Tobacco Manufacturers works the usual hours on Saturdays also but work between 2 p.m. and 6 p.m. is considered as overtime and is paid for at 1½ times the usual rates. Sunday work is paid at 1½ times the usual rates and work on festival days is paid at double the usual rate. In Godfrey Phillips packing departments work up to 7 p.m. and the work between 6-30 p.m. and 7 p.m. is considered as overtime and at 1-1|2 times the usual rates.

All these concerns satisfy the requirements of the Factories Act in the matter of sanitary arrangements. Separate latrines have been provided for men and women. Provision of drinking water is satisfactory. The Tobacco Manufacturers supplies cold drinking water to its workers all the year round. Almost all the rooms in this factory are also air conditioned.

None of the factories has rest shelters. Workers go out and eat whatever they have brought with them under the trees. The Tobacco Manufacturers will be shortly building a rest shelter for its workers.

Holidays and Leave.

Sundays are closed days in all the factories. Tobacco Manufacturers and Godfrey Phillips allow their workers 7 and 4 paid festival holidays respectively in a year. The leave facilities given by the Tobacco Manufacturers are mentioned elsewhere. Macropolo and Deccan Tobacco Companies stated that they allowed their workers one month's leave with pay each year but on enquiry it was found that very few workers actually got this benefit. There is no system of holidays with pay in the remaining two concerns.

WELFARE ACTIVITIES.

The Tobacco Manufacturers and Deccan Tobacco Company have dispensaries in charge of a qualified doctor. Godfrey Phillips has no dispensary but certain standard mixtures are made available to the workers free of charge. A qualified doctor is available for consultation for one hour each day. There is a temporary creche in the Tobacco Manufacturers but it leaves much to be desired. Only the Golden Tobacco Company has a grain shop where articles are sold at controlled prices. It will thus be seen that welfare work in cigarette factories is very meagre.

There is no Provident Fund, gratuity or pension in any of the factories. Tobacco Manufacturers has prepared a scheme of Provident Fund for which Government sanction is awaited.

TRADE UNIONS AND STRIKES.

Labour is generally weak in this industry. No union of cigarette workers came to our notice. None of the concerns reported any strike in recent years except Golden Tobacco Company where an unsuccessful strike lasting for a few days took place in 1940 in the packing department. The strike was a sequel to the dismissal of certain workers in that department.

(c) BANGALORE.

The Tobacco Manufacturers (India) Limited has a factory at Bangalore which manufactures many different brands of cigarettes. Machinery driven by electric power is used for all processes from slicing and blending of tobacco to final packing. Some brands of cigarettes, however, are packed in cartons by women workers without the aid of machinery. Before the war the factory was using solely virginia tobacco but now it mixes virginia and Indian tobacco, in varying proportions for different brands of cigarettes.

EMPLOYMENT.

The following table shows the figures of employment for August 1939 and January 1944 :—

TABLE 34.

Employment in cigarette factory, Bangalore, in 1939 *and* 1944.

	August 1939.	January 1944.
Total number of workers	1,073	2,436
Number of piece-rated workers	14	..
Number of time-rated workers	1,059	2,436

All workers are employed and paid directly. Out of 2,436 workers, 835 are women. No children are employed.

The length of service of the workers as on 30-11-1944 is shown in the following table :

TABLE 35.

Length of service of operatives in 1944.

Length of service	No. of workers	Percent of total
Between 0 and 1 year	809	37·4
Between 1 and 5 years	615	28·4
Over 5 years	739	34·2
	2,163	100

Classification of workers.

The workers are classified into class A workers and B workers as in other factories belonging to the Company. The percentages of permanent and temporary workers in the factory were 64.4 and 35.6 respectively in March 1945.

Promotion.

Promotion of any class B worker to class A may be made at the sole discretion of the Company at any time. Ability of the worker and length of his service are the guiding factors generally for such promotions. A yearly increment in wages or salary is, however, given to all workers until the maximum of their scale is reached.

Labour Turnover.

The following table shows the labour turnover in 1939 and 1943 :—

TABLE 36.

Labour Turnover in 1939 *and* 1943.

Year	Average daily No. of workers employed	Total separations									
		Permanent				Temporary					
		Death	Dismissal	Discharge	Voluntary	Death	Dismissal	Discharge	Voluntary	Total	Percent of total
1939	1,069	9	..	29	5	..	..	..	1	44	4·1
1943	1,865	11	..	102	97	9	108	168	268	763	40·9

It will be seen that labour turnover has increased tenfold as compared to 1939. Perhaps one reason for the increased labour turnover is that during 1943 the factory adjusted employment from month to month to suit the demand for cigarettes ; for, while employment during the months of 1939 was almost steady with a variation only from 1,064 to 1,071 during the first 11 months and to 1,089 during December 1939, in 1943 employment month by month varied from 1,678 to 2,002. This should not, however, have affected the permanent workers who also register a much higher rate of turnover as compared to 1939.

Absenteeism.

Figures of absenteeism for 1939 and 1943 are given below :

TABLE 37.

Absenteeism in 1939 *and* 1943.

Year	Average No. of workers employed daily	No. of working days	Estimated maximum man days	Total absenteeism	Percent of total
1939	1,069	266	2,84,244½	1,124	0·40
1943	1,865	277½	5,18,015½	2,549	0·49

Recruitment.

As and when recruitment is necessary, the fact is made known to the workers in the factory who publish it amongst their friends and the villagers

and next day candidates come to the factory gate for recruitment. The manager or some other highly placed officer selects men from the candidates. Good physique and smartness of appearance are the guiding factors in selection. The selected men are examined by the factory Medical Officer before employment.

Standing Orders.

Standing Orders have been framed and are posted at the main entrance to the factory and in all departments, both in English and vernacular. All grievances or other matters which concern labour are brought to the notice of the management who exercise their discretion on all matters not dealt with in the Standing Orders.

WAGES AND EARNINGS.

The rates of wages for different classes of workers are shown below. At present all the workers are on time rates.

Rates of wages.

Factory Department (Semi-skilled).

Class A.	Class B.
Rs. 1-1-0 to Rs. 2-10-0; efficiency bar at Rs. 1-14-0 and Rs. 2-4-0.	Re. 0-12-0 to Rs. 1-14-0; efficiency bar at Rs. 1-4-0.
Increment one anna up to Rs. 1-14-0; then two annas.	Increment one anna.

General Workers (Unskilled)

Class A.	Class B.
Re. 0-10-0 to Rs. 1-6-0; efficiency bar at Re. 1 ..	Re. 0-9-0 to Rs. 1-2-0; efficiency bar at Re. 0-12-0 and Re. 0-14-0.
Increment 6 pies up to Re. 1; then one anna ..	Increment 6 pies.

Engineering Department (Skilled workers)

Class A.	Class B.
Rs. 1-10-0 to Rs. 3-12-0; efficiency bar at Rs. 2-2-0 and Rs. 3.	Rs. 1-1-0 to Rs. 2-14-0; efficiency bar at Rs. 1-12-0. and Rs. 2-6-0.
Increment one anna six pies up to Rs. 2-2-0; then two annas.	Increment one anna up to Rs. 1-12-0; then two annas.

Semi-skilled workers.

Class A.

Re. 0-12-0 to Rs. 1-14-0; efficiency bar at Rs. 1-4-0

Increment one anna.

Unskilled workers.

Class A.	Class B.
Re. 0-10-0 to Rs. 1-8-0; efficiency bar at Re. 1.	Re. 0-9-0 to Rs. 1-2-0; efficiency bar at Re. 0-12-0 and Re. 0-14-0.
Increment 6 pies up to Re. 1; then one anna.	Increment 6 pies.

Dearness Allowance.

Dearness allowance is based on the Bangalore city cost of living index. It was started on 1st February 1941. Until the allowance was linked with cost of living index in August 1942, it was given on a sliding scale based on basic wages earned. On 1st May 1944 when the index figure was 189 (June 1936 =100) the minimum and maximum dearness allowances were Rs. 14-8-0 and Rs. 18-12-0 respectively. From that date the principle followed is to add or deduct 1½ annas for every one point rise or fall in the cost of living index. The minimum rate of dearness allowance is paid for wages up to Rs. 60 per month. For wages between Rs. 61 and Rs. 75, four annas per rupee of wages is paid over the minimum rate and the maximum rate is given for wages over Rs. 75 per month. For absence from work dearness allowance is reduced *pro rata*. In April 1945 with the index number at 196 the minimum and maximum rates of allowance were Rs. 15-4-0 and Rs. 18-12-0 respectively.

Overtime.

A worker is expected to work overtime if he is asked to do so. In fact, overtime work is a common practice in the factory. Overtime is paid for at the rate of time and a quarter. Sunday work is paid for at the rate of time and a half. Overtime is recorded in the muster roll.

Fines.

Small fines are imposed for stealing cigarettes, loss of ticket (token) or loss of Company's property. The amounts are put in a fine fund which is used for relieving special cases of hardship of unskilled workers. The amount in the fund is Rs. 145-9-0.

Bonus.

Workers who have been on the rolls for a full calendar year are paid a bonus. The maximum bonus amounts to a twelfth of the yearly gross earnings and is given at the discretion of the manager to those workers who have attended work regularly and are well behaved. Other workers are paid ¾ or ½ of the above rate according to their attendance and general conduct.

Earnings.

The average basic wages earned by the workers in November 1944 were Rs. 21-5-0 for men and Rs. 15-13-0 for women ; total earnings including allowances and overtime were Rs. 36-11-0 for men and Rs. 30-11-0 for women.

Wage Period.

The wage period for all workers is one month. All monthly rated workers are paid on the 1st of every month and daily-rated workers on the 7th or 8th day of each month but never later than the 10th.

Holidays and Leaves.

Sunday is observed as a closed day Holidays and leave facilities are the same as other factories of the Tobacco manufacturers.

WORKING CONDITIONS.

The factory works two shifts. The day shift works for 9 hours and the night shift for 8 hours. The actual hours of work are :

Day shift 7.30 a.m. to 12.30 p.m. and
1.30 p.m. to 5.30 p.m.
Night Shift 11 p.m. to 3 a.m. and
3.30 a.m. to 7.30 a.m.

The night shift starts so late in the night because after the accident in June 1944 at the Sivasamudram Power Station electric power is not available to the factory between 7 p.m. and 11 p.m. The day and night shift workers are changed every week. Arrangements for lighting and ventilation in the factory are good and there is no congestion. Separate shelters are provided for male and female workers for rest during shift intervals. Their dimensions are 32 ft. × 30 ft. and 30 ft. × 17 ft. respectively. They have stone floors, brick walls 18 ft. high and corrugated iron roof. There are no seating arrangements.

Sanitary arrangements consist of the dry pan type lavatories and also the aqua privy system. Night soil from the dry pan type is removed four times a day by municipal sweepers. A tube well with a pump provides washing facilities for the general workers. Men working on coal, boilers etc. are, however, provided with soap and hot water. Municipal filtered water is available for drinking purposes.

WELFARE ACTIVITIES.

Workers are medically examined before they are employed and later also periodically. There is a dispensary in the factory compound and a qualified doctor attends every morning for two hours. A compounder is on duty in the dispensary during working hours. Minor injuries and illness are attended to in the dispensary. Serious cases are sent to the Government hospital.

Provident Fund and Gratuity.

The Company has a scheme of Provident Fund to which all Indian employees who have been in the service of the Company for a continuous period of at least two years are eligible to contribute. The contribution is one anna in the rupee of the subscriber's total earnings during the month and the Company contributes an equal amount. In January 1945, out of a total of 1688

men and 795 women workers, 769 men and 355 women were members of the Provident Fund.

The workers usually retire at the age of 50 and if they have served the Company without break for at least 15 years, a sum equal to half a month's salary or wage for each complete year of service is given to them as a gratuity at the time of retirement.

TRADE UNIONS AND STRIKES.

There is no trade union among the workers. In May 1936 there was an unsuccessful strike which lasted for two months. Since the strike the Company has conceded many benefits to the workers such as Provident Fund and annual bonus.

WORKING OF THE LABOUR ACTS.

The factory comes under the Bangalore Civil and Military Station Factory Rules and is regularly inspected by the Factory Inspector. The provisions of the Electricity Act, Payment of Wages Act and Workmen's Compensation Act are observed. During 1943 there were 91 cases of accidents which were all minor and the total amount of compensation paid was Rs. 144-15-0. The Maternity Benefit Act is not in force in the Bangalore Civil and Military Station and, is therefore, not observed in the factory though it employs a large number of women workers.

(d) SAHARANPUR.

The Saharanpur Cigarette Factory was established in 1925. As it also belongs to the Tobacco Manufacturers (India) Limited, the terms of employment and the conditions of work are generally the same as in the Bangalore factory. Only the relevant statistics are, therefore, given and distinctive features pointed out in the case of this factory.

EMPLOYMENT.

TABLE 38.

Average daily number of workers employed

Month	Piece-rated	Time-rated	Total
August 1939	186	727	913
January 1944	932	1,327	2,259
February 1945	782	1,410	2,192

All workers are adult males employed and paid directly.

TABLE 39.

Length of Service, 1945.

Length of service.	No. of workers	Percent of total
Between 0 and 1 year of service	313	14
Between 1 and 5 years of service	1,363	62
Between 5 and 10 years of service	398	18
Over 10 years of service	118	6
Total ..	2,192	100

TABLE 40.

Labour Turnover in 1939-1944.

Year	Average daily No. of workers employed	Total separations					
		Permanent		Temporary		Total	Percent of total
		Dismissal	Voluntary	Dismissal	Voluntary		
1939	920	16	6	9	4	35	3·8
1944	2,150	88	158	55	85	386	18·0

The percentage of absenteeism excluding authorised absence on leave was 1.2 in 1943 and 10 in 1944.

Wages.

The rates of wages for different grades are given below.
There has been no change in basic wages since August 1939.

	Grade A.	Grade B.	Grade C.	Grade D.
Supervisors (38) ..	Rs. 50-8-0 to Rs. 100 p.m.	Rs. 25-8-0 to Rs. 50 p.m.	Rs. 14 to Rs. 25 p.m.	Re. 0-11-0 to Rs. 1-2-0 per day efficiency bar at Re. 1 and Rs. 1-4-0
Skilled workers (50)	Rs. 51 to Rs. 120 p.m.	Rs. 1-4-0 to Rs. 2-8-0 efficiency bar at Rs. 2. Increment one anna.	..	..
Semiskilled workers (900).	Rs. 1-4-6 to Rs. 2-8-0 efficiency bar at Rs. 1-12-0 and Rs. 2. Increment one anna.	Rs. 1-1-0 to Rs. 2 efficiency bar at Rs. 1-8-0. Increment one anna.	Re. 0-8-6 to Rs. 1-4-0 efficiency bar at Re. 0-12-0. Increment 6 pies.	
General workers (1204).	Re. 0-12-0 to Rs. 1-4-0 efficiency bar at Re. 1. Increment 6 pies.	Re. 0-8-6 to Re. 1 efficiency bar at Re. 0-12-0 and Re. 0-14-0. Increment 6 pies.	..	

Dearness Allowance.

Dearness allowance is given in accordance with the rates adopted by the Employers' Association of Northern India, Cawnpore, which are related to the cost of living index. The allowance per day worked in Re. 0-6-6 plus Re. 0-1-4 per point of rise in index above 200 for similar rise for those earning wages between Rs. 43 and Rs. 75 per month. For those earning above Rs. 75 per month allowance is Rs. 31-8-0 per month.

Efficiency Bonus.

In the cigarette machine department for every unit of efficiency over 69 percent on Molins Tipped and Standard Plain Machines and over 74 percent on Molins Machines the following bonuses are paid per hour :

Operators 1 pie
Sorters ½ pie
Section men 1|3 pie.

Head Section men do not receive efficiency bonus but get a Waste Paper Bonus at the rate of two annas per decimal point of waste below 7 percent on the month's deliveries to the packing department. For wastes below 3 percent a further bonus at the rate of 8 annas per decimal point is given.

WORKING CONDITIONS.

Three shifts are worked as shown in the table below :—

TABLE 41.

Shifts and Hours of work, 1945.

Hours	Interval	Hours of work	Spread over
Early shift 6-30 a.m. to 3-30 p.m. ..	11-30 a.m. to 12 noon ..	8½	9
Late shift 3-30 p.m. to 12-30 a.m. ..	8 p.m. to 8-30 p.m. ..	8½	9
Common shift 8 a.m. to 6 p.m. ..	1 p.m. to 2 p.m. ..	9	10

WELFARE ACTIVITIES.

A grain shop where wheat, rice and other grains are sold to the workers at concession rates fixed by the Employer's Association of Northern India is maintained.

TRADE UNIONS AND STRIKES.

Nearly 90 percent of the workers are members of the Cigarette Factory Workers Union. The monthly subscription for membership is two annas. The Union however, has not been recognised.

Since June 1944 there is a Works Committee called the "Factory Council" consisting of 25 elected representatives of the workers with the manager as Chairman. It was said that the Council had done no useful work so far.

On the 24th November 1939 the workers put forth before the manager certain demands such as increase in wages, reduction of hours of work and grant of casual, privilege and sick leave with full pay. As none of the demands was granted the workers struck work on 15th February 1940. The strike lasted for three months and the workers resumed work unconditionally on 15th May 1940.

In 1943, 31 accidents occurred (2 permanent and 29 temporary disablements) for which a total compensation of Rs. 279-6-6 was paid.

CHAPTER VIII.—SUMMARY AND CONCLUSIONS.

India is one of the principal tobacco producing countries of the world being second only to the United States of America in respect of production. Nearly the whole of the production in India is consumed in the country, the total export of raw and manufactured tobacco forming only about 2 percent of the total production. Tobacco is consumed in various forms but smoking may be said to be the most popular form of consumption. The bidi, *hookah*, cigarette, cigar and *cheroot* are the common forms in which tobacco is smoked.

The bidi, *hookah* and *cheroot* are the poor man's smoke while cigars and cigarettes are luxury articles, more or less. The manufacture of bidi is spread all over the country but the Central Provinces, Madras and Bombay are the chief bidi manufacturing Provinces. In these Provinces manufacturing is carried on in towns as well as in villages. Cigarette manufacture, unlike bidi, is confined to large cities. The important centres are Calcutta, Bombay, Bangalore, Saharanpur and Monghyr. Cigars are made solely in South India, the important centres being Trichinopoly and Dindigul in the Madras Province.

Organisation.

In the organisation of the bidi industry, one can distinguish three main types: direct organisation, contract system and out-work system. In the Central Provinces and South India all the three systems are prevalent but direct organisation is most common in the former Province while contract system is most common in South India. In Bombay organisation is mainly direct but in Bengal in addition to direct organisation, out-work system also widely prevails.

The organisation of the bidi industry does not involve any great capital outlay, nor are elaborate tools or machinery required for the manufacture of bidis with the result that in bidi industry is found a multiplicity of small units of production.

Cigar manufacture also is well suited for small scale organisation. In fact, all the cigar factories, with the exception of the Spencer's factory at Dindigul are small units. The organisation of the industry, however, is direct and not through middlemen. Cigarette manufacture is, on the other hand, an elaborate process and requires expensive machinery involving

large capital outlay. Nearly all the cigarette factories are large-scale units employing hundreds of workers and come under the Factories Act.

Employment.

The bidi industry is one of the most important unorganised industries in India in respect of employment. Though it is very difficult to estimate the exact number of workers employed in the industry, indications are that it employs nearly half a million of workers. The Central Provinces employs nearly 1,25,000 workers, South India and Bombay about 1,00,000 each, and the rest are employed in other Provinces and States.

A striking feature of the industry is the large proportion of women and children employed. In the Central Provinces, Bengal and South India women are employed mostly as home-workers but in Bombay they are regular factory workers. In the Central Provinces nearly 40 percent of the workers are women while in South India the percentage is about 30. The employment of children often of very tender years constitutes a grave industrial evil in this industry. In South India, in the more important centres for bidi manufacture like Madras city and Vellore, the percentage of children to the total of workers is 18 and 29 while in the Mysore State it is about 25. In Bombay and the Central Provinces, children are about 7 percent of the total of workers and in Bengal about 9 percent. It is to be noted, however, that the children are not employed directly by the factory owners but by the workers in their factories.

In the cigar industry women are not generally employed but, as in the bidi industry, the employment of children constitutes a grave evil, especially in those factories manufacturing the inferior quality of cigars called *cheroots*. In the cigarette factories quite a large number of women are employed in Bombay and Bangalore. Children are not usually employed but a few cases of employment of children against the provisions of the Factories Act were noticed in Calcutta.

Bidi making is a work which any one can pick up in three to six months' time. No special arrangements exist for recruitment. Generally the boys who start as helpers take to bidi making as a vocation when they grow up. Cigar making involves greater skill and the occupation is generally handed over from father to son. The cigarette factories usually recruit their workers directly, applicants presenting themselves at the factory gate. Labour turnover and absenteeism are high among workers in bidi and cigar factories.

Wages.

The bulk of the workers employed in the bidi and cigar industries are rollers who are paid on piece basis. Only packing, labelling and store work are paid at time rates although labelling in many centres is also paid for by results. The children employed in the bidi and cigar industries, however, are generally paid on daily basis. The wages of packers and labellers are from Rs. 12-0-0 to Rs. 20-0-0 a month. The children get, on an average, 4 to 6 annas daily in South India both in the bidi and the cigar industry while they get 3 to 4 annas in Bombay and the Central Provinces and 4 to 6 annas in Bengal.

The piece-rate for making 1,000 bidis varies from centre to centre and occasionally even from factory to factory in the same centre. In the Central Provinces the variation is generally from 13 annas to Re. 1-0-0. In South India the usual rate is Rs. 1-2-0 for *Sada* and Rs. 1-4-0 for *jadi* bidis although in same centres as much as Rs. 1-10-0 and Rs. 1-12-0 are paid. In the Bombay Province the rate varies from 12 annas to Rs. 1-4-0 and in Bengal from Rs. 1-1-0 to Rs. 1-14-0. Women employed in factories are generally paid the same rates as men but in the case of home-work the rate is lower by

2 annas in the Central Provinces, Bombay and the Mysore State, by 4 annas in Bengal and by 8 to 10 annas in the Madras Province. Compared to 1939 the rates have gone up 100 percent or more at present.

The rates of wages for making of 1,000 cigars vary from Rs. 1-4-0 for the inferior varieties to Rs. 5-0-0 or Rs. 6-0-0 for the superior cigars. In the cigarette industry wages are paid generally on a time basis. The average daily rate is from annas 12 to Re. 1-0-0 although skilled workers such as machine operators receive up to Rs. 3-0-0 or Rs. 3-12-0.

In the bidi industry there are all sorts of deductions from the workers' wages. The usual deductions are for bad workmanship and in some places for thread supplied. These deductions are very common in the Central Provinces, especially in the Bhandara district, and in South India.

Employment both in the bidi and the cigar industry is irregular, depending on weather, availability of material etc. Dearness allowance, bonus or any concession in kind is not given to bidi workers. But the cigar workers in South India are generally paid a dearness allowance of 5 annas in the rupee of wages earned and some cigar factories give bonuses as well. All the cigarette factories give dearness allowance and bonuses of some kind or other. In the Central Provinces the average daily production of bidis per worker is about 800 and, on the basis that the average worker works for 21 days in a month, his earnings would vary between Rs. 13-10-0 and Rs. 21-0-0 per month. In South India an average bidi worker rolls 1,000 bidis and in 1944 his earnings calculated from total wage bill and average number of workers were Rs. 18-4-0 in Madras, Rs. 44-0-0 in Palghat, Rs. 21-0-0 in Mangalore and Rs. 29-3-0 in Tinnevelly. The earnings in other centres in South India were in the neighbourhood of Rs. 30-0-0 per month. In Bombay men workers were earning, on an average, Rs. 30-0-0 to Rs. 40-0-0 while women workers were getting Rs. 16-0-0 to Rs. 30-0-0 per month. In Bengal examination of 560 bidi workers showed that their average earnings were Rs. 14-12-0 a week. The average earnings of cigar makers in South India were from Rs. 27-12-0 to Rs. 36-13-0.

A wage census in cigarette factories in Bengal revealed that 30 percent. of the workers were earning below Re. 1-0-0 per day, 46 percent. between Re. 1-0-0 and Rs. 2-0-0 and 24 percent over Rs. 2-0-0. In Bombay the wage census showed that 5 percent of men workers were earning below Re. 1-0-0, 37 percent between Re. 1-0-0 and Rs. 2-0-0 and 58 percent over Rs. 2-0-0 per day; 23 percent of women workers were earning below Re. 1-0-0; 42 percent between Re. 1-0-0 and Rs. 2-0-0 and 35 percent over Rs. 2-0-0. In Bangalore the average monthly earnings of workers were Rs. 36-11-0 for men and Rs. 30-11-0 for women.

Working Conditions.

Long hours of work and insanitary workplace are the general rule in bidi and cigar factories. In the bidi industry work starts at 8 or 9 a.m. and continues till 9 or 10 p.m. Although there are no regular intervals for rest, the workers rest or take recess when and for as long a time as they desire. Usually one day in the week is observed as a closed day but many factories work all the day of the week. The small bidi and cigar workshops which are often situated in dirty lanes are dark ill-ventilated semi-basements with uneven mud floors. They are seldom swept and the workers squat on the floor in a congested manner amidst dust and squalor. Latrines and urinals for the use of the workers are scarcely provided. No clean drinking water is usually made available to the workers.

The cigarette factories, however, conform to the provisions laid down in the Factories Act in all these respects. Most of the cigarette factories work two shifts and some work even three shifts.

Welfare Activities.

In the bidi industry no concern has started any welfare measures for the workers. In the cigar industry two small factories meet the medical expenses of the workers and the Spencer's factory has schemes of Provident Fund, pension and sickness allowance. Most of the cigarette factories have, on the other hand, well-equipped dispensaries where the workers receive free medical attention. The Tobacco Manufacturers (India), Limited has Provident Funds in Calcutta and Bangalore and is awaiting Government sanction for its Provident Fund scheme in Bombay. It has, further, a scheme of gratuity in Bangalore. Some factories in Bengal and Bombay and the Saharanpur factory have opened grain shops for the benefit of the workers.

Trade Unions and Strikes.

There are well organised trade unions in the bidi and cigar industries in respective centres of production. A few strikes have been launched in recent years mainly with a view to get increased rates of wages. Many of the strikes have been partially sucessful. In the cigarette industry there are trade unions in Calcutta and Saharanpur while Bangalore and Bombay have no unions of workers.

Working of the Labour Acts.

The C.P. Unregulated Factories Act, 1937, applies to the bidi factories employing 50 persons or more in that Province. The Act regulates employment of women and children, hours of work, rest and holidays and lays down minimum standards of health and sanitation in the factories. But the Act has not been strictly enforced for want of adequate inspectorate with the result that in respect of working conditions and hours of work most of the factories are hardly better than before. In the Bombay Province bidi factories employing 20 or more persons have been brought under the Factories Act by a notification under section 5(1) of the Act. In Bengal and Madras the bidi factories do not come under the Act. Only two cigar factories in Dindigul and all the cigarette factories come under the Act. A few children were found employed in one or two cigarette factories in Calcutta against the provisions of the Act. Only in the Central Provinces has the Payment of Wages Act been applied to the bidi factories covered by the Unregulated Factories Act but it is almost a dead letter. It applies to all cigarette factories and its provisions are complied with. In spite of the Employment of Children (Amendment) Act, 1939, many children of tender years were found working in bidi and cigar factories in South India, parts of Bombay and the Central Provinces. Even cases of infringement of the Children (Pledging of Labour) Act were noticed in some parts of South India.

Conclusions.

To conclude, matters requiring immediate attention in the bidi and cigar industries are the unhealthy working conditions, long hours of work, employment of women and children, deductions from wages and the sub-contract system of organisation. It is desirable to abolish the out-work system and to encourage establishment of big factories in the bidi and cigar industries, if protective labour legislation is to be enforced with any degree of success. In view of the large number of women workers in the bidi industry, appointment of a woman Factory Inspector in the important bidi making Provinces is desirable.

SIMLA. D. V. REGE.

The 23rd July, 1945.

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LABOUR INVESTIGATION COMMITTEE

GOVERNMENT OF INDIA

REPORT

ON

LABOUR CONDITIONS IN CARPET WEAVING

Cx.h.49

BY

AHMAD MUKHTAR

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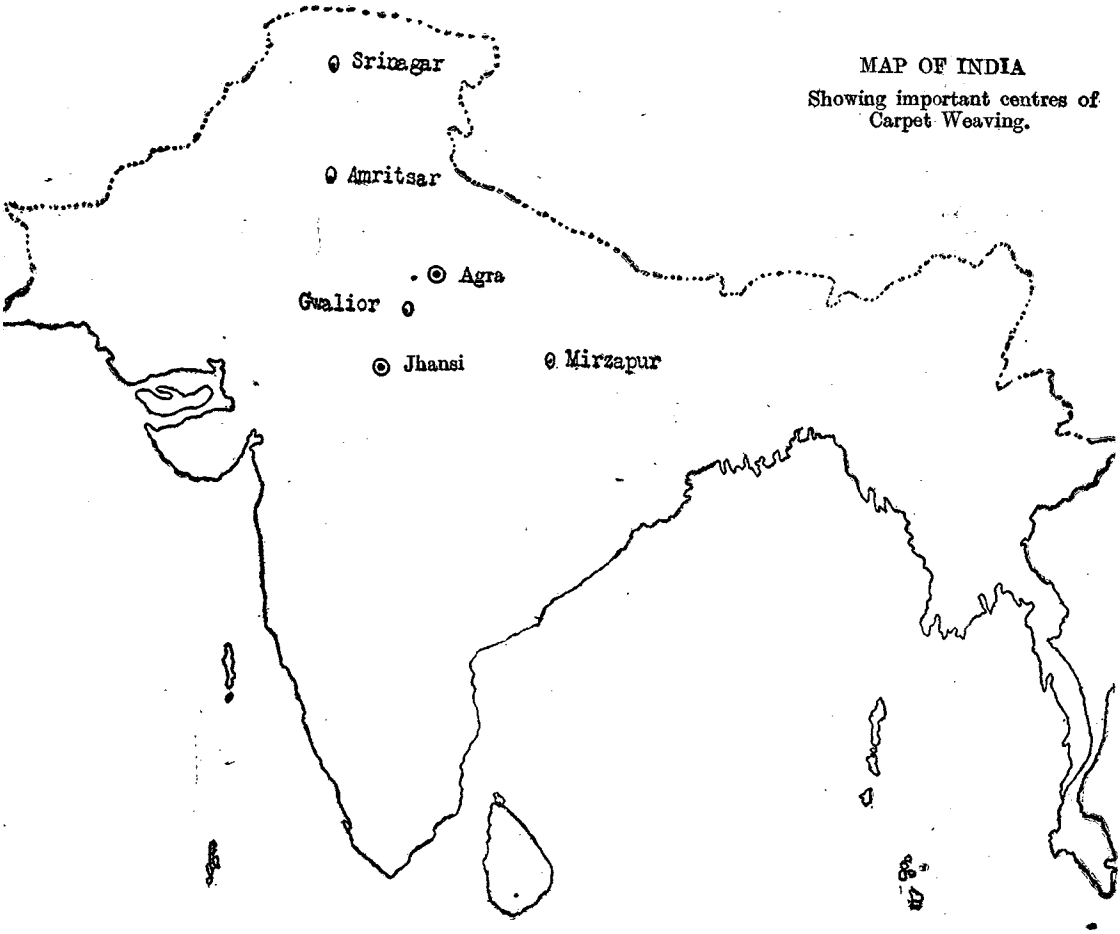

MAP OF INDIA

Showing important centres of Carpet Weaving.

PREFACE.

The Tripartite Labour Conference at its meeting in September 1943 recommended the setting up of machinery to investigate questions of wages and earnings, employment and housing, and social conditions generally, with a view to provide adequate materials on which to plan a policy of social security for labour. In pursuance of that resolution, the labour Investigation Committee was appointed by the Government of India by Resolution No. L.4012, dated the 12th February 1944 to carry out the investigations. The Committee was instructed to extend its investigations generally to all industrial and semi-industrial labour covered by the Royal Commission on Labour in their Report, with the addition of certain other categories. The Committee was asked by the Government of India to decide in each case the most suitable manner of conducting the enquiry. The Government, however, considered that the method of enquiry should not merely consist of sending out questionnaires to Government agencies and Employers' and Workers' Associations, but should also comprise specific enquiries in individual concerns based on representative sampling.

2. In India, in spite of the quite comprehensive enquiries made by the Royal Commission on Labour and a few Committees appointed by the Provincial Governments, there have remained large lacunae in regard to information on labour conditions in several industries. In particular, broadly speaking, the method of direct enquiry on the spot has not been adopted on a sufficiently wide scale so as to cover the entire industrial structure. Moreover, certain industries, like cotton textiles and coal mining, have received greater attention than others, and even as regards these industries, comprehensive information on an all-India basis has not been available. With a view to making up this deficiency as well as to bringing the available information up to date, the Committee decided that *ad hoc* surveys should be carried out in various industries so as to secure a complete picture of labour conditions prevailing in each. The following industries were selected for the purpose :—

A. *Mining*. (1) Coal. (2) Manganese. (3) Gold. (4) Mica. (5) Iron Ore. (6) Salt.

B. *Plantations*. (7) Tea. (8) Coffee. (9) Rubber.

C. *Factory industry*. (10) Cotton. (11) Jute. (12) Silk. (13) Woollen. (14) Mineral Oil. (15) Dockyard. (16) Engineering. (17) Cement. (18) Matches. (19) Paper. (20) Carpet weaving. (21) Coir matting. (22) Tanneries and Leather Goods Manufacture. (23) Potteries. (24) Printing Presses. (25) Glass. (26) Chemical and Pharmaceutical Works. (27) Shellac. (28) Bidi-making. (29) Mica Splitting. (30) Sugar. (31) Cotton Ginning and Baling. (32) Rice Mills.

D. *Transport*. (33) Transport Services (Tramways and Buses). (34) Non-gazetted Railway Staff.

E. *Other types of labour*. (35) Port Labour. (36) Municipal Labour. (37) Central P.W.D. (38) Rickshaw Pullers.

3. The main conception on which the *ad hoc* surveys have been based is that information should be collected on the spot by direct enquiry conducted with the help of the Committee's own staff and that this information should, as far as possible, conform to the sampling methods widely adopted in such work. Owing to great variations in the character of the different industries, however, there could not be a complete uniformity in regard to the methods which had to be adopted to suit the peculiarities of particular industries and centres. For instance while there are only a few centres and units in certain industries such as potteries, mineral oil, gold, etc., in other industries, such as

textiles, engineering, transport services, plantations tanneries, bidi-making, etc., a very large number of centres and units in different provinces (and even States) had to be covered. Moreover, some of the industries are modern industries of the large-scale type, wherein factory legislation applies more or less entirely, while others are indigenous handicrafts or small-scale industries, where factory legislation is either inapplicable or partially applicable. Thus, information has not been uniformly available in advance as regards the size, location and ownership of industrial units, such as is necessary before decisions for sampling are taken. Consequently, the technique of representative sampling had to be modified and supplemented so as to obtain whatever information of a reliable character was available. As far as possible, however, in all industries important centres were covered. In each of these centres units were chosen on a sample basis, but it was possible in a few centres to cover all units. The final lists of centres of survey and individual establishments were made out in the light of the impressions gathered during the course of the preliminary tour and in consultation with local authorities. The guiding principle in the selection of centres of survey was to make the survey regionally representative so as to discover differences in the conditions of labour in the same industry in different parts of the country. The selection of individual concerns was generally based on considerations, in order of importance of (a) size; (b) ownership (private or limited) and (c) whether subject to statutory regulation or not. In this connection it may be stated that the Committee were greatly handicapped in sampling the units owing to the lack of complete information regarding location and number of units in the selected industries. Unfortunately there are no all-India employers' organisations in some of the organised industries, nor are the statistics maintained by the Central and Provincial Governments at all complete. Moreover, in certain unorganised industries such as shellac, carpet-weaving, bidi-making, etc., owing to their very nature, no such information could have been readily available in advance. In certain cases, therefore, owing to these difficulties as well as transport difficulties and other exigencies, the sampling could not be fully adhered to. Nevertheless, the Committee have been anxious to gather in the maximum possible information in the limited time at their disposal and with a view to this, they have cast their net as wide as possible. The main instruments of *ad hoc* survey were the Questionnaires. These were of two kinds :—(a) the main *ad hoc* survey questionnaire on points likely to be common to all the industries surveyed, and (b) supplementary and special questionnaires in respect of certain industries such as plantations, mines, railway, rickshaw pullers, port labour, municipal labour, glass, shellac, mica, etc. The main questionnaire was accompanied by a tabular form for entering wage data and this was used wherever possible. In the case of certain surveys, however, such as salt, paper, cotton, woollen and jute textiles, dockyards, silk, cement and gold mining, it was possible to conduct a wage survey on a sample basis. The chief method of collection of data was by personal investigation of industrial establishments, examination of their records and contact with labour in factories and homes. The information thus collected was supplemented and checked with replies to the Questionnaires received.

4. For the purpose of conducting enquires, a sufficiently large field staff, consisting of 16 Supervisors and 45 Investigators, was appointed. Before the commencement of field work, all the Supervisors (with the exception of those working in Bengal) were called to the Committee's headquarters at Simla and given detailed instructions on the technique and scope of the enquiries to be conducted by them, the manner in which they were to submit their data, and the centres and units which they were to investigate. In addition, both Supervisors and Investigators were provided with written instructions regarding the

use of questionnaires, sampling of concerns (where this could not be done in advance), filling of the wage forms, etc. In particular, they were asked not only to collect information on the spot but also to draw upon every other possible source of information. In doing so, they were required to distribute copies of the questionnaires in the centres assigned to them not only amongst the sampled units but also amongst Employers' and Workers' associations in the industry and such other associations and individuals as were likely to be interested in the subject. They were also asked to get into touch with officials of Central and Provincial Governments connected with labour and obtain such facilities as might be necessary in doing their work.

5. As far as the field work in Bengal was concerned it was done by the staff of the Committee under the guidance and supervision of the Labour Commissioner, Bengal, and his subordinate officers. Members, however, paid visits to selected centres and units in Bengal to obtain first-hand knowledge of local labour conditions.

6. The Committee's survey covered all Provinces with the exception of the North Western Frontier Province where none of the Industries selected for survey was sufficiently important. It extended to many of the Indian States also, such as Kashmir, Patiala, Gwalior, Baroda, Mysore, Sandur, Travancore, Cochin, Bundi, Indore and some of the states of the Eastern States Agency. No survey was undertaken in the Hyderabad State as that State preferred to appoint a Labour Investigation Committee, with terms of reference identical to those of this Committee, for enquiry into local labour conditions.

7. In dealing with the *ad hoc* survey work, several courses were open to the Committee :—(i) that the Committee, as a whole, to study each industry, (ii) that the surveys to be distributed region wise and each Member put into charge of a region, and (iii) that each Member to be entrusted with a few surveys throughout India. With a view to speedy and efficient work, the third course was actually adopted. This departure from the usual procedure of the Committee as a whole dealing with the work was necessary in view of the immensity of the task and the necessity of maintaining an all-India perspective. Moreover, it was felt that this procedure would enable Members to make a specialised study of labour conditions in individual industries in different parts of the country. It was also felt that the peculiar problems of industrial labour had more an industry-wise than a region-wise dispersion and that the procedure would be helpful to future legislation which has to take into consideration the diversified conditions of each industry. It will be seen, however, that in the Reports the factual material has been presented both on an all-India and on a regional basis.

8. Thanks and acknowledgments are due to Provincial Governments, State Authorities, Labour Commissioners (and particularly the Labour Commissioner, Bengal), Directors of Industries, Chief Inspectors of Factories, Port Authorities, local bodies, employers' and workers' associations, managements of the units surveyed and all others who rendered help in the collection of the data presented in these Reports.

D. V. REGE, *Chairman.*

S. R. DESHPANDE
AHMAD MUKHTAR
B. P. ADARKAR
} *Members.*

TEJA SINGH SAHNI,
Secretary.

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INTRODUCTION.

Carpet weaving in India is said to have been carried on since times immemorial. It is possible that the industry was in existence even before the immigration of Muslims, but the names of fabrics, designs, tools, technique of weaving and an almost strict monopolisation of the trade by Muslims establish, beyond a shadow of doubt, that the industry—at least in its present form of development—is of Iranian origin. Sir George Watt rightly conjectures : "The Indian sumptuary desires are more naturally met by gold masnads than by expensive carpets". Sir George Birdwood is similarly of opinion that the industry was first introduced into India by the Saracens, and from the evidence which is afforded by the designs employed, he agrees that Iran was probably the country from which they introduced the handicraft.

The earliest account of the manufacture of carpets in India is found in Abul Fazal's *Ain-i-Akbari* which reveals that the industry reached its highest excellence during the Mughal period and that Indian carpets could compare with those made in Iran and Tartary. A later writer, Travernier, also praises the 'lovely' workmanship of the Indian carpets. But, before Akbar, the industry had already made its headway into Agra, Fatehpur, Lahore, Allahabad, Jaunpur, Narwal and Srinagar. In Kashmir it is presumed to have put in an appearance for the first time during the reign of Zain-ul-Abedin, whose rule extended from 1423 to 1474 A.D. His son, Shah Khan, it is said, brought, among other artisans, carpet manufacturers from Samarkand. It flourished for sometime but later disappeared almost altogether. It was revived by Akhun Rahnuma, a Kashmiri, who went on pilgrimage to Mecca during the regime of Ahmad Beg Khan, a Governor of Kashmir in the reign of Emperor Jahangir. Akhun Rahnuma is stated to have learnt the art on his way back at Andi Jahan in Iran, and introduced it in Kashmir where it flourished, largely as a result of the generous patronage at the hands of the Moghuls, with whose downfall it received a great setback. It received fresh stimulus in Kashmir with the entry of Europeans in the field of manufacture. M. Devergne was the pioneer who furthered the case of carpet weaving till it came under the influence of Messrs. C. M. Hadow and Co. and the East India Carpet Co.—two organisations which have continued up to the present day. During the last decade of the nineteenth century, Mirzapur* also saw the growth of European firms like those of Messrs. E. Hill & Co. and Messrs. Tellery and Co. The former still exists.

In 1840 a severe famine in Kashmir drove a considerable number of families to Amritsar and other places where they settled down permanently and carried on their hereditary occupations of shawl-making and carpet weaving. The London Exhibition† of 1851 created conditions which were favourable to the revival of the carpet industry. Its influence was, however, short-lived. But, by about 1862, the industry was introduced into some of the jails of the Punjab and other provinces and since then it may be said to have struck its roots deep into the soil of the country. The exhibition of Indian carpets at Chicago in 1893 imparted a fresh stimulus. Barring a temporary setback sustained during the last Great War, the industry had made progress by leaps and bounds till the great depression of 1929 dealt a severe blow to it. During this period, the Kashmir Government granted a subsidy to carpet manufacturers in 1932. This was, however, discontinued after the 12th April 1943.

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*Report on the Industrial Survey of the Mirzapur District of U. P.

†Kunwar Jagdish Prasad's Monograph on Carpets in U. P.

The present war is responsible for the following changes in the general conditions of the carpet industry in India :—

(a) *Increase of absenteeism.*—For a variety of reasons, there has been a considerable amount of absenteeism since the war. It is stated elsewhere how weavers in Srinagar, and in a certain measure in Mirzapur and Amritsar, have to arrange for their provisions in the black market to some extent. Several workers pointed out to me, in the course of my enquiries, that they had to undergo a great amount of inconvenience in securing the required supply of cereals, sugar, kerosene oil, etc. Sometimes, whole days are wasted on this account. This means forced absence from factories.

(b) *Decrease in the supply of labour.*—War conditions have brought down the supply of weavers. One of the factory owners at Amritsar informed me that his total strength had gone done by one half. Not so and to the same extent is the case at Srinagar. Though a few factories have sprung up here and there in Kashmir, the effect on labour supply is not as great as it is in the Punjab and the U. P. It should be remembered in this connection that the carpet weavers' job is a specialised one and that it is not possible for the supply of labour to increase spontaneously with demand.

(c) *Availability of raw materials.*—Woollen yarn, the principal raw material of the industry has become scarce, though the difficulty has been overcome considerably by substituting handspun for the machine-made yarn by some employers. It should, however, be noted that hand-spun yarn is not as strong as machine-made yarn as it breaks very often. Dyes and dyestuffs have, of course, become a knotty problem as a great number of dyes previously used were imported from Germany. At Mirzapur, black marketing in dyes is not a rare phenomenon. Vegetable dyes are in use in some places but these are not as effective as synthetic dyes.

*Choice of Centres**.—For the purpose of an *ad hoc* survey into the social and economic conditions of carpet weavers, Mirzapur, Srinagar and Amritsar were selected as representatives of the United Provinces, Kashmir State and the Punjab respectively. A separate Part has been devoted to each region. So far as Gwalior is concerned, I gathered some information in the course of my multifarious duties on the only carpet factory located there and the same has been embodied in Part IV. At the end of the report, a short summary of factual conclusions is given. A map showing the location of different centres of carpet-weaving is attached.

*Carpet weaving is carried on in other provinces of India as well, for example in Bihar at Obra, Patna, Sesaram, Daudnagar and Bhalma but the estimated number of workers at these places is not very large, *vide* "Rao's Carpet weaving in Bihar, 1931".

PART I.

MIRZAPUR.

Carpet weaving is carried on more or less as a household industry throughout the United Provinces. But the comparatively more important centres are the cities of Mirzapur, Agra, Shahjahanpur, Meerut, Cawnpore, Jhansi, Lucknow, Bareilly and Moradabad. There are particularly two kinds of carpets manufactured by weavers. Woollen carpets are prepared by the weavers called *Qalin bafs* in the cities of Mirzapur and Agra and, to a very small extent, in Jhansi and Cawnpore. The cotton carpets, on the other hand, are manufactured by *Durree bafs* more or less in all the towns of the Provinces but Agra, Shahjahanpur, and Meerut are of particular importance, as the industry employs a sufficiently large number of persons at those places. My choice for an *ad hoc* survey of labour conditions in carpet industry in the United Provinces fell upon Mirzapur for a number of reasons. Firstly, the industry is highly organised in this centre. Secondly, the number of workers is the greatest at Mirzapur and thirdly, in normal times, this place accounts for the largest volume of exports to foreign countries like the United Kingdom, U. S. A., New Zealand, and the Continent. Lastly, the condition of workers in the carpet industry at Mirzapur may be said to be fairly representative of other parts of the United Provinces.

The organisation of industry, the dependence of workers on the middlemen and the practice of advances by them are typical features of the industry throughout the United Provinces. Mirzapur has developed some concerns under European management, and these have been largely responsible for building up an export trade in carpets and have, by insistence on quality, created a good demand in the western countries. The master-weavers normally work at their places and the factory system of work under one roof has not generally been practised. The normal structure of the industry is peculiar. There are a number of capitalists who advance materials to the master-weavers*, who own the looms and who in their turn employ a number of weavers.

The question of conducting enquiries into the conditions of workers in this industry presented a number of problems. The questionnaire for *ad hoc* survey, which was sent to certain concerns under the belief that they were manufacturers, was returned without any replies. Of the two concerns that did some manufacturing, one did not give much helpful co-operation. The other concern was extremely friendly, and assisted my staff in collecting some useful and interesting information from their records. But, as the survey of these two concerns could not be said to be representative of the labour conditions in Mirzapur as a whole, the method of investigation by means of the questionnaire was given up in favour of personal inquiries by the investigating staff in the city as a whole. A door-to-door census of the workers engaged in the various processes of production was undertaken, and a random sample taken for detailed enquiries. The data were partly collected by an investigator who was previously trained for the purpose and partly by his Supervisor. In order to ensure accuracy, the information gathered by the investigator was checked by the Supervisor and the entire data were later closely scrutinised by me by visiting workers' quarters in different *mohallas* and *bustees* and meeting the representatives of workers and employers. Besides this direct approach to workers, an attempt was made to gather from the records of the exporters such information about the organisation of the industry and wages as was possible. Some useful information was also obtained from the local municipal board and the local government labour welfare centre.

*Also known as *Dookandars* or *Karkhanadars*.

Processes and Workmen.—The woollen carpets of Mirzapur are not all wool. The warp is made of cotton twisted thread and the knots of the woollen yarn. The wool used in the manufacture of carpets is mostly of the coarse type available locally or imported either from other centres in the United Provinces, for example, Jhansi, Agra, Cawnpore and Fatehpur or from other provinces and States, *e.g.*, the Punjab, C. P., Rajputana and Gwalior. The wool produced in the United Provinces is mostly of a coarse variety and is suited to the manufacture of large and bold patterns. For carpets of artistic patterns, yarn is imported from the Cawnpore woollen mills and in a very few cases from Australia.

Picking or Sorting.—The wool that comes from the sheep's back undergoes some preliminary processes before it can be used for the manufacture of carpets. In the first instance, wool of different colours is separated and the various extraneous substances carefully picked up. This work is done mostly by small girls or women in almost all the houses of the *karkhanadars* or the master-weavers. The house to house census conducted by the staff of the Committee revealed that there were 117 pickers (or sorters) in Mirzapur at the time of the enquiry. Barring 12 old men who were found doing this job in different parts, the remaining 105 were all females, of whom 50 per cent. were girls of tender age varying between 10 and 14 years.

Carding.—After the wool is separated and sorted, it is dried in the sun and carded, the work being done by *Dhunias* (carders). At the time of this enquiry, there were 122 carders—mostly Muslims. Their age varied from 18 to 30 and only a small fraction of them, hardly 10 per cent., were above 50 years of age. Carding is done mostly at the houses of the master-weavers. The investigating staff visited four places where carding was actually done and their details are as follows :—

TABLE I.

Showing dimensions of the carding rooms.

Place or Mohalla.	Carding Room.			Area in Square feet.	Breathing space in cubic feet.	Number of carders.
	Length.	Breadth.	Height.			
	feet.	feet.	feet.	feet.	cubic feet	
Imlaha	8	15	8	120·0	960·0	5
Dakhni Phatak	7	10	7·5	70·0	525·0	4
Wasliganj	7·5	9	7·0	67·5	472·5	3
Narghat	9	12	9·0	108·0	972·0	7
Total ..	..	..	..	365·5	2,929·5	19

This gives an average area of 22.8 square feet and an average breathing space of 183.1 cubic feet per carder in the carding room. The result was that, at each place, the carders were found actually buried under a cloud of wool particles and dust. Of the 19 carders, only 8 had covered their noses with small pieces of cloth to protect themselves against inhaling particles of dust and wool. Though they could not be medically examined, I am, on the basis of evidence at my disposal, inclined to think that a very large number of them suffered from throat and lung diseases. To prevent the small particles from flying into the air and entering the noses, the carders beat the wool with small sticks and usually sprinkle a little water over it. The carders confessed that

they normally carried on this work for not more than 10 to 15 years of their life, after which they usually took to some other occupation. This shows the extent of strain that carding entails on workers.

Unlike the weaver, each carder has his own carding apparatus and carries it back to his place each evening after work. The carder is not permanently attached to any one *karkhana*. He moves from one *karkhana* to another according to demand. Carders are mostly Muslims. There is however a tendency at the present moment for Hindus to take to this profession. 96 per cent. of the carders were Muslims and only 4 per cent. belonged to scheduled castes.

Spinning.—After carding, wool is handed over for spinning, which is done exclusively by women at their houses. It was exceedingly difficult to arrive at a correct estimate of the number of women engaged exclusively in spinning. Firstly, spinning is done almost in every house in Mirzapur. Secondly, the same women spin both wool and cotton. Thirdly, every weaver's wife is a spinner. Fourthly, the women are mostly *parda nashin*, (i.e., accustomed to the wearing of veil). Naturally, in the door to door census, the investigating staff took up only such spinners as were employed, whether whole-time or part-time, in the spinning of wool for carpet factories. There were 355 spinners of wool at Mirzapur who were all females and, as a rule, spun in their houses in addition to their usual domestic duties. There is no machinery to safeguard their interests and arbitrary deductions are normally made by the *karkhanadars* for the dampness in the spun wool.

The Looms.—After the wool is spun, it is dyed and washed and ultimately got ready for the looms. The loom is of vertical type, commonly used all over the country, and consists of two rollers one for holding the warp and the other for rolling the woven carpet. At Mirzapur, the lower roller is generally placed in a trench. In about 4 or 5 cases, there was no trench and the lower roller was placed half a foot or so above the ground. The length of the trench varies with the length of the roller. Generally, these trenches are about 2 feet deep and 2 feet wide. The weaver sits on a plank of wood with his feet into the trench. The plank is supported by bricks and can be raised or lowered according to the requirements of the weaver.

Design or Pattern.—The designs or patterns of carpets are made on graph paper where each kind and colour are distinctly shown. The graph sheets are hung on the walls at the back of the weavers and the portion of work to be done by each batch of weavers is divided among themselves. At certain places, the pattern is hung up on the loom by means of a string so that it can be moved up and down and sideways. Since it is very simple and can be moved in any direction, there is no necessity for a ' reader ', as we find in the carpet factories at Amritsar and Srinagar. Most of the weavers know simple patterns and can weave carpets from memory without the help of any chart. In Chinese patterns, for example, after the floral portion of the carpet is over, the weavers can weave the other portion without looking at the pattern.

Weavers' Skill.—A skilled weaver at Mirzapur is expected to know not only the tying of knots but also the other processes connected with the preliminary setting up of the warp over the loom, and his skill is judged by his capacity to imitate the pattern correctly, to weave evenly, to knot quickly and to use the knife skilfully. A skilled weaver does not waste much wool. The number of weavers at a loom varies from 4 to 6. The most competent persons sit at the sides and untrained persons generally sit in the middle or at places where, according to the pattern, there is not much intricate weaving.

Children, wherever employed, normally sit between two trained weavers and are required to tie knots of one colour only. Experienced weavers prepare the floral portion of the carpets.

Trimming.—When the carpet is woven, it is removed and handed over to professional trimmers or 'clippers'. At the time of my enquiry, there were 40 clippers in Mirzapur. Some of them were very clever indeed. The skill of the clippers' hand lies in trimming evenly without wasting a large quantity of wool. Some clippers know the art of '*Gultarashi*', i.e., cutting raised floral designs and are naturally paid higher wages. Trimming is done generally at the houses of the *karkhanadars*. In certain cases, the exporting firms have got their own arrangements and directly employ clippers at their godowns. There is also a very small number of workers who do the job at their places.

Employment.—The total employment in the Mirzapur Carpet Industry has been varying from time to time. According to the estimate of Mr. (now Sir) A. C. Chatterjee in 1905-6, there were 400 weavers in Mirzapur proper and over 3,000 weavers in the adjoining villages. According to a later estimate in 1907, the number of weavers in Mirzapur proper was 392 and in the 72 adjoining villages, 2,783. There were 124 looms at Mirzapur alone and 1,051 in the rural areas. According to the estimate of the U. P. Industries Department in 1922, the total employment in Mirzapur district including both city and rural areas was 5,500. My investigations were confined to Mirzapur city proper and the results of the intensive door-to-door survey in respect of total employment are summarised below :—

TABLE II.

Giving Employment in Carpet Industry at Mirzapur.

Serial No.	Mohalla.	Number of									
		Looms.	Idle looms.	Loom-owners.	Sort-ers.	Spin-ners.	Card-ers.	Clip-pers.	Dy-ers.	Design-ers.	Weav-ers.
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1	Kunjar Gir Ka Bagh	25	3	11	5	25	..	..	2	1	50
2	Imlaha and Dakni Phatak	11	2	11	25	50	..	15	5	3	50
3	Makri Kho	4	1	3	7	50	10	4	2	2	30
4	Chetganj	19	6	15	6	45	15	5	..	15	20
5	Parikatra	8	4	5	8	7	2	3	..	1	16
6	Mahant Ka Shivala	6	2	5	5	2	4	..	1	..	10
7	Dehrpurwa	9	3	9	9	9	..	1	..	..	12
8	Ratanganj	6	1	3	4	11	1	2	..	..	16
9	Chhutka Mirzapur	10	3	10	3	3	7	..	..	..	20
10	Ghantaghar (Takia Dam Shah). ..	4	1	3	6	5	5	3	1	4	6
11	Ram Bagh	5	..	5	5	7	2	..	..	..	7
12	Farkapur	9	2	5	4	15	..	..	..	1	13
13	Narghat	9	3	7	3	24	5	2	1	36	20
14	Bhatwa Pokheri	3	1	3	2	19	40	..	..	..	2
15	Kantit and Gagia	17	4	12	8	15	..	..	2	..	25
16	Basahi	40	9	32	7	7	..	..	..	6	50
17	Satari	5	2	3	5	5	6	..	..	..	8
18	Wasliganj	100	15	3	5	56	25	5	10	5	78
	Total ..	290	62	145	117	355	122	40	24	74	432

The number of weavers on the date of enquiry was 432 and other categories of workers, 877 ; total employment being 1,309, out of whom 355 spinners and 105 sorters were women. This gives the percentage of women to total number of workers as 35.14. Barring 25 sorters and 125 spinners, the rest of the women were part-time workers.

Religion and Caste Composition.—Besides the enumeration referred to above, the investigating staff also conducted detailed enquiries into the civil condition of 107 workers of all classes and categories in the various localities within the municipal limits of Mirzapur. The data in respect of 9 women have not been utilised as their husbands were already under enquiry, and the information supplied by two weavers was rejected as there were reasons to believe that it was wrong. The following table gives the distribution of religion and caste of the remaining 96 workers :—

TABLE III.

Showing distribution of workers according to religion and caste.

Hindus.	Number.	Percentage to the total No. of samples.	Muslims.	Number.	Percentage to the total No. of samples.
1. Khewat	13	13·54	Qalin bafs	21	21·88
2. Ahir	7	7·30	Julahas	11	11·46
3. Kumhar	2	2·08			
4. Bhunji	2	2·08	Dhunia	9	9·38
5. Kalwar	2	2·08			
6. Kori	2	2·08	Others ; (Darzi, Hajjam, Fakir, Mirza, Shiekh).	11	11·46
7. Teli	4	4·16			
8. Chamar	7	7·30	Total ..	52	54·18
9. Thakar	2	2·08			
10. Kharhand	1	1·04			
11. Kahar	2	2·08			
Total ..	44	45·82			

This shows that the majority of workers, i.e., 54.18 per cent. were Muslims. There were families among Muslims where carpet weaving had been carried on from father to son for generations. Carpet weaving was their exclusive monopoly some years back but now, after the break-up of the guild, Hindus have also been taken up as apprentices. Scheduled castes, who are partly agriculturists, have also taken to carpet-weaving.

Length of Service.—No statistical information regarding the length of service of the workers employed by various carpet factories has been supplied by them. Attempts were, however, made to collect the data direct from the workers in the various *karkhanas*, and the results are given in the table below :—

TABLE IV.

Showing length of service of workers in the carpet industry at Mirzapur.

Years of service.	Number of workers.	Percentage to total.
0—1 year	5	5·21
1—5 years	12	12·50
5—10 „	29	30·21
10—15 „	25	26·04
15—20 „	18	18·75
20—25 „	4	4·17
26—30 „	2	2·08
Over 30 years	1	1·04
Total ..	96	100·00

It is clear that the largest percentages of workers have put in 5 to 15 years in the industry.

Years Missed.—The carpet industry does not provide continuous employment to all workers. According to my enquiry, 45 out of 96 or 46.87 per cent. workers alone have been continuously engaged and have not been unemployed. On the other hand, 53.13 per cent. workers have been engaged on jobs other than carpet weaving for varying periods as is shown in the Table below :—

TABLE V.

Number of years for which the workers were not engaged in carpet weaving.	Number of workers.	Percentage.
0— 1 year	4	4·17
1— 2 years	15	15·62
2— 3 ,, ...	3	3·13
3— 4 ,, ...	6	6·26
4— 5 ,, ...	4	4·17
5— 6 ,, ...	5	5·20
6— 7 ,, ...	0	..
7— 8 ,, ...	6	6·26
8— 9 ,, ...	1	1·04
9—10 ,, ...	2	2·08
Over 10 years	5	5·20
Total ..	51	53·13
Engaged on carpet weaving without break ..	45	46·87
GRAND TOTAL ..	96	100·00

Age-Grouping.—There are not many children employed in the industry. There were only 3 children below 12 years of age in the entire sample. These were girls engaged on " sorting ". The distribution of ages among the sampled workers is given below :—

TABLE VI.

Ages.	Number of persons.	Percentage.
0 to 12 years	3	2·81
12 to 15 ,, ...	2	1·87
15 to 17 ,, ...	1	0·93
17 to 20 ,, ...	15	14·02
20 to 25 ,, ...	22	20·56
25 to 30 ,, ...	29	27·10
30 to 40 ,, ...	25	23·36
40 to 50 ,, ...	6	5·61
Over 50 ,, ...	4	3·74
Total* ..	107	100·00

The workers were mostly between 25 and 40 years of age. The absence of any large number of children is due to the fact that carpet industry is not as remunerative as *bidi*-making where the wages are very much higher than in carpets.

Literacy.—25, out of 96 sampled workers, turned out to be literate. They knew either Hindi or Urdu or, in a few cases, both.

*This includes the entire sample, including 11 workers whose evidence in respect of other matters was rejected.

Apprenticeship.—There is a regular system of apprenticeship in vogue at Mirzapur. Adults and young persons are introduced into the industry and are given regular training under *Ustads,* or master-weavers. Certain ceremonies are commonly observed and *Ustads* are given sweets and a turban when a new person is introduced ; the sweets being generally distributed. The period of apprenticeship in the case of weavers differs from individual to individual. Some persons can pick up the process of tying knots in a week's time and continue the apprenticeship for a period of about 6 months. Others hardly take two months to complete the course. But, in normal cases, it takes 4 to 6 months for a weaver to learn his art. The setting up of the warp on the loom and other processes take normally a much longer time, and a weaver becomes the master of his art in about a year. The following table gives the period of apprenticeship required in the various processes of carpet-making :—

TABLE VII.

Processes.	Time taken in learning.	Time required for efficient workmanship.
1. Sorting and hand picking	.. 1 week	.. 1 month.
2. Spinning	.. 1 month	.. 3 months.
3. Carding	.. 3 months	.. 6 months.
4. Weaving :—		
(*a*) Knot-tying	.. 1 month	.. 3 months.
(*b*) Other processes ; opening *latias*, etc.	.. 1 week	.. 1 month.
(*c*) Processes connected with warping ..	.. 6 months	.. 1 to 2 years.
5. Clipping	.. 3 months	.. 6 months to a year.
6. Dyeing :—		
(*a*) Preparation of dyes (imported) ..	.. 1 to 2 months	.. 1 to 2 years.
(*b*) Dyer-coolie	.. 1 to 2 weeks	.. 1 to 2 months.
(*c*) Master dyer	.. 1 to 2 years	.. 4 to 5 years.
7. Vegetable Dyes :—		
(*a*) Preparation	.. 4 to 6 months	.. 2 to 3 years.
(*b*) Master Dyer	.. 2 to 3 years	.. 5 to 10 years.
8. Designers :—		
(*a*) Colour work	.. 6 months	.. 1 year.
(*b*) Pencil work	.. 1 to 2 years	.. 4 to 5 years.
(*c*) New design makers	.. 4 to 5 years	.. 8 to 10 years.

This table gives the gist of the evidence of a number of master-weavers who were examined in this connection.

Working hours and working conditions.—There are no regular hours of work. The weaver usually starts work in the *karkhanas* at about 8 A.M. in winter and 7 A.M. in summer. He leaves his work for two hours at noon in summer and one hour in winter. The work is continued for about 4 hours in the afternoon and in some cases upto 7 P.M. The normal daily working hours in all small *karkhanas* range between 9 and 10. In one factory, which employs over one hundred workers, the working hours were said to be 8 A.M. to 12 noon and 2 P.M. to 6 P.M. But the workers were found to be at work during the interval when, on two occasions, the investigating staff visited the premises by surprise. On further enquiry it was found that the rest interval hardly extended to 60 minutes.

The sanitary conditions of *some* of the *karkhanas* may be said to be satisfactory ; there were latrines and bath-room facilities and the general atmosphere presented a neat appearance. But, in the majority of them, the working rooms were not whitewashed for years. The floor was *katcha*. Only in about 20 per cent. of the *karkhanas*, the floor was paved with stone slabs or bricks. In about 17 per cent. cases, it was felt that the working rooms were not well-lighted. In one factory, where designers were seated, there was insufficient light. In this very factory, the pits of the looms were very dirty and appeared not to have been cleaned for several months. Since the *karkhanas* are mostly the residential houses of the master-weavers, every attempt is made by the women-folk to keep the places neat and clean.

Relationship between employers and employees.—There are no rules governing the relationship between the employers and employees. Either side has the right to terminate the entract at short notice. In the case of weavers, who have taken advances, the contract can be terminated only when they have cleared off their debts. There have been no strikes and no lock-outs.

Wages and Earnings.—For an estimate of the daily and monthly earnings of different categories of workers, two different methods were adopted. The first method was to approach the sampled workers themselves for their wages and earnings. The data so collected where, wherever possible checked from the records of master-weavers. The second method was to examine the account books of some established concerns. Two firms gave us the actual wage data of various classes of workers employed by them.

Wage-Rates.—The earliest information in respect of piece-rates available is for the year 1906 which is incorporated in the following table along with the figures for 1939 and 1944 :—

TABLE VIII

Processes	Piece rates.			Percentage increase over '39.
	1906	1939	1944	
1. Sorting	One anna for 5 srs. of wool.	2 annas for 5 seers of wool.	3 annas for 5 seers of wool.	50
2. Carding	One rupee for 32 seers of wool.	One rupee for 16 seers of wool.	One rupee for 10 seers of wool.	60
3. Spinning ..	16 seers to a rupee.	5 seers to a rupee.	4 seers to a rupee.	25
4. Opening of *Kukries* ..	One pice per seer.	1½ pice per seer.	2 pice per seer.	33
5. Weaving	8 to 9 *deharies** to a rupee.	4 *deharies* to a rupee.	2 *deharies* to a rupee.	100
6. Clipping	..	2 pice per yard.	3 pice to 7 pice per yard.	50 to 250

The data given above show that there has been an increase in 1939 of about 100 per cent. as compared with 1906. The increase in 1944 as compared with 1939 ranges from 25 per cent. in spinning to 250 per cent. in clipping. An important point about these increases is that they are changes in the basic rates and are apparently more or less permanent. Another effect of the increase in piece-wages has been that some of the *karkhanadars* or master-weavers have started employing workers on time wages. In about 5 to 10 places, I found that wool picking was done by daily-rated women and girls, the former getting 5 to 6 annas and the latter 4 annas per day. I further noticed that sorters,

*One *dehari* is equal to 6,000 knots.

whether employed at time-rate or piece-rate, did not earn more than 8 rupees per month. Picking and sorting are done exclusively by women who take these as part-time occupations and earn a maximum of Rs. 8 per month.

Earnings of Carders.—An ordinary carder can card 5 to 7½ seers of wool per day while young and energetic persons can do 10 seers. The average daily wages of a carder come to about 8 to 12 annas and in a small minority of cases to Re. 1. A carder cannot find work on all days. His work is of a casual nature. On an average, he can get wool to card for about 17 to 22 days a month. According to the enquiry into actual monthly payments made to carders by several *karkhanas*, whose accounts were made available to my staff, it was found that the average monthly wage in August 1944 was Rs. 17-8-8.

Earnings of Spinners.—A clever spinner can spin about 20 *chhattaks* per day provided she does not devote much time to domestic duties. This means that she can earn about 5 annas per day. The monthly earnings of spinners range between 8 and 10 rupees. As most of the weavers' wives are spinners, this income goes to supplement the weavers' earnings. Where spinners work part-time, i.e., 3 to 4 hours per day, their income varies between Rs. 4 and Rs. 5 per month.

Earnings of Kukri Openers.—This is a very light work. Generally old men, invalids and women do the job and can open up in a day about 5 to 6 seers of *kukries* or reels. The normal daily wages range between 2½ annas and 3 annas, and monthly earnings between 5 and 6 rupees.

Earnings of Weavers.—Normally, a weaver can complete two *deharis* per day and on this basis his monthly earnings, making allowance for 4 holidays (Fridays), come to Rs. 26 per month. But, in actual practice, he gets much less, for there are so many processes connected with the preliminary setting up of the warp that, under normal circumstances, 5 to 6 days in a month are spent over them. The weaver is not paid anything for doing miscellaneous work connected with the loom. He is paid only for the actual number of knots that he ties. The employers contend that the rate of *deharis* is high enough to compensate the weaver for all incidental work connected with carpet-weaving and that the system has been in vogue for many generations and has the force of convention. The weavers contend, on the other hand, that they are underpaid to the extent of the miscellaneous work done by them.

From my personal enquiries, it appears that the average monthly wage of a weaver comes to about Rs. 21. This conclusion has been corroborated by the information extracted from the accounts of some of the master-weavers, as is shown in the table below :—

TABLE IX.

Showing average wages of weavers in the month of August 1944.

Karkhana.	Total number of weavers.	Weavers who worked 26 days.	Wages in August 1944.		
			Maximum.	Minimum.	Average.
			Rs. AS. PS.	Rs. AS. PS.	Rs. AS. PS.
No. 1	3	2	21 8 0	17 0 0	19 4 0
No. 2	3	2	25 0 0	20 0 0	22 8 0
No. 3	4	3	27 0 0	17 0 0	23 5 3
No. 4	8	6	28 0 0	15 0 0	21 13 4

This table shows that the range of variations in the wages of weavers is between Rs. 15 and Rs. 28 per month.

The wages of weavers depend not only on the quantity of work, but also on its quality. Some weavers cannot tie knots quickly and therefore their wages are low. Others produce bad work with the result that they are paid slightly less. Though, generally, there is a flat-rate for every quality or type of carpets, there are no doubt differences in workmanship and therefore deductions are made from the wages of inefficient weavers. However, such cases are rare because an untrained weaver is normally seated between two experienced workmen.

Earnings of Master Weavers.—The earnings of master-weavers or *ustads*, as they are called, are derived from two or three sources :—

(a) They are generally paid a remuneration at the rate of one rupee per square yard of carpet woven under them. Under normal circumstances, the receipts under this head vary from Rs. 10 to Rs. 15 per month.

(b) They know the art of colouring wool and are paid an additional sum of 8 annas to a rupee per seer for dyeing of wool. The dark colours are paid at the rate of Re. 1 per seer, the lighter colours at a lesser rate. They use their own dyes, utensils, water, fuel, etc., for the job. From this source, they earn between Rs. 10 and Rs. 12 per month.

(c) In addition to guiding and supervising the weavers, they themselves sit at the looms and weave.

The total earnings of master-weavers from all the three sources vary according to the number of looms that they have. Generally, there are two looms with a master-weaver and his estimated total monthly income is about Rs. 50. Where he holds only one loom, his income is about Rs. 40 per month.

Earnings of Dyers.—There are professional dyers in some *karkhanas* who are paid monthly wages. The information in respect of dyers' wages supplied by two firms is tabulated below :—

TABLE X.

Showing actual wages paid to dyers and their assistants by two firms.

Class of workers.	Firm No. 1.			Firm No. 2.
Dye-Section.	Wages.	Dearness food allowance.	Total.	Annual Bonus for 1944.	Wages*.
	Rs.	Rs.	Rs.	Rs.	Rs.
1. Head Dyers	76 0 0	19 0 0	95 0 0	400 0 0	42 0 0
2. Deputy Head Dyers ..	52 0 0	13 0 0	65 0 0	300 0 0	..
3. Dyers	36 0 0	9 0 0	45 0 0	100 0 0	23 0 0
4. Head Boiler Driver ..	44 0 0	11 0 0	55 0 0	175 0 0	..
5. Deputy Boiler Driver ..	40 0 0	10 0 0	50 0 0	150 0 0	..
6. Dye House Coolie (Senior) ..	18 0 0	7 0 0	25 0 0	50 0 0	14 0 0
7. Dye House Coolies ..	15 8 0	7 0 0	22 8 0	40 0 0	13 0 0
8. Washing coolies ..	15 0 0	7 0 0	22 0 0	40 0 0	13 0 0
9. Drying coolies	14 5 0	7 0 0	21 5 0	38 10 0	13 0 0

Earnings of Clippers.—Clippers are normally paid at 3 price per yard. The *Gul-Tarash* or 'raised floral cutters' are paid at 7 pice per yard. A

*Firm No. 2 does not pay any allowance or and bonus but a consolidated pay inclusive of all allowances.

clipper can trim about 20 yards of simple or 9 yards of raised floral carpet in the course of a day. The daily wage would thus come to about 15 annas to a rupee, but he actually gets work for only 20 days in a month and his monthly earnings would accordingly come to about Rs. 20. This was amply borne out in the course of my enquiries from a large number of clippers.

Two firms, which employ clippers on monthly pay, supplied the following wage-data in respect of clippers for August 1944 :—

TABLE XI.

Showing actual wages to clippers by two concerns at Mirzapur in August 1944.

Occupation.	Firm No. 1.			Firm No. 2.	
	Wages.	Dearness food allowance.	Total.	Annual Bonus for 1944.	Wages inclusive of dearness food allowance and bonus.
	Rs.	Rs.	Rs.	Rs.	Rs.
1. Master clipper or head clipper	36 0 0	9 0 0	45 0 0	100 0 0	20 0 0
2. Clippers	20 4 0	7 0 0	27 4 0	53 4 0	17 6 5

Earnings of Packers.—The average monthly earnings of packers employed by the exporting firms range from Rs. 13 to Rs. 15.

Earnings of Designers.—There are some independent designers who do contract work for the carpet firms. The average monthly earnings of 10 such designers come to about Rs. 27|8. Designers are also employed by certain firms at Mirzapur. The data gathered from the records of two firms are tabulated below :—

TABLE XII.

Showing the actual wages paid to designers and their assistants in two firms at Mirzapur in August 1944.

Class of works.	Firm No. 1.			Firm No. 2.	
	Wages.	Dearness food allowance.	Total.	Annual Bonus.	Consolidated wages.
	Rs.	Rs.	Rs.	Rs.	Rs.
1. Head Designers	56 0 0	14 0 0	70 0 0	225 0 0	56 0 0
2. Deputy Head designers ..	40 0 0	10 0 0	50 0 0	80 0 0	41 8 0
3. Assistant Designers ..	..	..	..	..	40 0 0
4. Designers	22 12 0	7 0 0	29 12 0	47 8 0	27 0 0
5. Designers (Colour work) ..	15 12 0	7 0 0	22 12 0	53 12 0	..

Those designers who do pencil pork on graph paper are paid more than those who simply put in various kinds of colours inside the pencil drawings. The head designers and deputy head designers invent new designs and draw pencil outlines. The other designers copy old designs or fill in colours. This difference in the quality and nature of work accounts for the disparity in the wages of the head designers and their assistants.

Daily Labour.—Some carpet factories employ untrained persons including women and children to do odd jobs. The general scale of daily wages paid to them is as follows :—

	Daily wages.
1. Boys and girls below 15 years of age ..	As. 4 to As. 5.
2. Women (adult)	As. 6 to As. 7.
3. Men	As. 8 to As. 9.

Systems of wage-payments.—Wages of certain classes of piece workers, *e.g.*, spinners and sorters, are paid by the '*Dukandars*' on demand. Normally, these workers keep on taking advances against their accounts which are closed monthly when debits and credits are adjusted; and balance, if any, standing to the credit of the worker is paid. In cases where workers overdraw, the debit is taken to the following month for adjustment. The wages of the weavers and clippers are normally paid on the completion of each individual carpet. Most of the weavers accept advances from the master-weavers before they take up work under them. This pre-employment advance is recovered in easy instalments from the earnings of the weavers in subsequent months. The wages of other classes of workers such as designers are paid as soon as a specific piece of work is over. In certain other cases like those of designers employed by some firms, the wages are paid monthly. Even in respect of daily-paid employees in the established firms, the wage period is normally a month.

Deductions.—From the wages of spinners, deductions are sometimes made for the dampness in *kukries* or reels. The fact is that the women spinners have to damp the carded wool to avoid any loss in the process of spinning. Some dampness remains in the *kukries* when they are brought for weighment to the *dukandar*. The *dukandars* believe that the *kukries* are damped intentionally *malafide* with a view to save some quantity of wool and to benefit by its sale. The other workers whose wages are not sometimes paid in full are the weavers. The exporting firms sometimes make deductions from the bills of the master-weavers who in turn reimburse themselves from the weavers. No statistics of the extent of these deductions were available but it appears from the evidence of a number of master-weavers and weavers that they come to about 1 per cent. of the monthly wage bills. As the master weavers are anxious to retain the services of their weavers, they refrain from making any large deductions, as far as possible.

Health and welfare.—Very little data about the workers' health were available from the records of the Municipal Board, the District Medical Officer or the civil hospital at Mirzapur. The Medical Officer of the local government welfare centre, however, provided some material, which shows that the carders and spinners in particular and other workers in general, mostly suffer from throat or lung diseases. This was corroborated by my personal enquiries. The carders generally complained of bad throat and some of them were found suffering from asthma. Some of the weavers showed signs of under-nourishment while a few complained of stomach disorders.

No data were available regarding the possibilities and extent of anthrax infection among the carpet workers. But the fact that wool is not disinfected before use and that a number of workers suffers from throat and lung diseases gives strength to the belief that there are possibilities of anthrax infection.

There is absolutely no system of pre-employment medical examination or follow-up health care. Nor does the District Medical Officer visit the carpet looms periodically. When I visited a number of carpet looms at Mirzapur, I came across a weaver, showing signs of advanced tuberculosis working at his loom, Similarly, a few young girls, working in a factory, were found to be under-developed.

No *karkhana* maintains any dispensary or hospital for the benefit of workers. Nor are even first-aid boxes provided in them. The workers, however, go to the general public hospital and the dispensary of the Labour Welfare Department. No case of anthrax has so far come to the notice of the medical authorities.

In all *karkhanas*, earthen pots are kept for cool water during summer months. In only 4 *karkhanas* there were bathing facilities for workers.

Trade unions.—There is no trade union. Carders had a union, but it is now defunct.

Welfare facilities provided by the State.—The Government of the United Provinces have opened up a B. Class Labour Welfare Centre which provides facilities for indoor and outdoor games to workers of all industries—shellac, brass, and carpets. A reading-room provides a few dailies and monthlies. There is also a small library and a radio. Occasionally, the cinema van of the Welfare Department gives shows exclusively for the benefit of workers. Music and picnic parties are organised by the Welfare staff and are attended by the workers. *Mushairas* and *Kavi Samelans* (Poets' gatherings) are organised from time to time. There is a homoeopathic dispensary which is very popular and the average attendance is about 30 patients per day. There is also a maternity and child welfare section and facilities exist for special infant care under a midwife. Milk is provided free to underfed children on the recommendation of the medical officer. The pre-natal and post-natal cases are looked after by a Lady Health Visitor, who, besides attending to maternity cases, goes to *chatas* to teach women the utility of cleanliness. That proper use of this welfare centre is not made is evident from the low attendance of workers in its various activities. These welfare activities are intended for the proper utilisation of the leisure of workers and for providing counter attractions to gambling and drinking

The milk supplied to the infants at the welfare centre was found to be adulterated when I paid a surprise visit. The administration of welfare at Mirzapur is under the charge of two persons—the welfare organiser and the medical officer. This dual control may sometimes lead to difficulties. As far as my knowledge goes, no publicity is done in *karkhanas* to attract a larger number of working class people to the welfare centre.

Indebtedness.—Out of 96 persons under enquiry, 68 (or 70.8 per cent.) were indebted, 22 persons (or 22.9 per cent.) were free from debt and 6 persons (or 6.2 per cent.) could not give the extent and nature of their indebtedness. The following table shows the distribution of indebtedness and their causes :—

TABLE XIII.

Showing indebtedness of workers engaged in the carpet industry.

Causes.	Amount of indebtedness in rupees.	Average indebtedness per indebted person in rupees.	Percentage to the total indebtedness.
1. Marriage	2,935	43·16	37·7
2. Sickness	705	10·37	9·1
3. Death	126	1·85	1·6
4. Purchase of land or cattle	300	4·41	3·8
5. Litigation	365	5·37	4·7
6. Domestic needs	1,584	23·29	20·4
7. Ancestral	720	10·59	9·3
8. Miscellaneous	1,038	15·26	13·4
All causes	7,773	114·31	100·0

The average indebtedness per indebted person is Rs. 114.31, of which Rs. 32.61 or 37.7 per cent. are due to marriages. The next important cause is domestic needs which account for about 20 per cent. of their indebtedness.

Agencies of Debt.—Workers are indebted to the *karkhanadars* as there is a regular system of advances by the latter to the former. They generally accept a big sum, say a hundred or two hundred rupees, before they join work at a master-weaver's place. If some other master-weaver wants a weaver who has taken an advance he generally offers him a larger advance to enable him to wipe out his previous debt. This system of pré-employment advances leads to perpetual indebtedness and the workers are not free agents to move from one *karkhana* to another. Though the advances so given are mostly recovered, there are occasions when the weavers fail to return them. In addition to lump sum advances, workers of all classes and categories take day-to-day advances against their account for domestic needs. The latter accounts are settled every month. Normally, all these advances are interest-free. The other class of lenders is the *mahajan* or the *Bania* or, in certain cases, the *Pathan*. Of late, Sikh money-lenders have been noticed lending money at very high rates of interest. Every possible physical force is used in recovery of dues by the Pathans and Sikhs.

Rate of interest.—The following table gives the rates of interest at which various sums have been borrowed :—

TABLE XIV.

Showing the rates of interest.

Rate of interest.	Agency	Amount borrowed.
Free of interest	Master-weavers or the *karkhanadars, friends or* relatives.	2,338 0 0
Not known	Bania or Mahajan ..	1,740 0 0
12%	Do. ..	920 0 0
18¾%	Do. ..	770 0 0
24%	Do. ..	350 0 0
37½%	Bania, Pathan or Sikh ..	1,340 0 0
50%	Do. ..	250 0 0
75%	Do. ..	15 0 0
150%	Do. ..	50 0 0
	Total ..	7,773 0 0

Interest charged is simple. Only in two cases it was reported to be compound. Several persons were so ignorant that they did not know the rate of interest which they paid. The same worker may borrow from two or three sources and at two or three different rates of interest. The rate of interest generally depends upon the credit of the borrower and the agency that lends.

Housing.—The enquiry into the housing condition of workers covered a random sample of 67 houses. As the houses were scattered in the various localities, the data collected may be said to be fairly representative of the workers' housing condition in general. The following table shows the distribution of ownership in respect of 67 houses investigated at Mirzapur :—

TABLE XV.

Showing distribution of ownership of houses of carpet workers at Mirzapur.

Serial No.	Ownership.	Number of houses.	Percentage to the total.	Remarks.
1.	Owned by workers themselves	42	62·7	
2.	Owned by other individuals	21	31·4	
3.	Factory	4	5·9	Rent free.
	Total	67	100·0	

The total monthly rent paid on the 21 rented houses was Rs. 27|4, which gave an average of Re. 1-4-9 per house. In 10 per cent. of the cases, the workers paid only a ground rent varying between 4 and 8 annas a month. The superstructure of the houses remains the property of the workers, who are permanent licensees with heritable rights of tenancy and who are not liable to ejectment at the will of the landlord. The dimensions of rooms are generally satisfactory as would appear from the following table :—

TABLE XVI.

Showing average dimensions of 137 living rooms.

Particulars.	Dimensions.
Average length per room	13 feet 1 ich.
Average breadth per room	8 feet.
Average height per room	7 feet 6 inches
Average area per room	104·7 square feet.
Average breathing space	785 cubic feet.

There were 366 persons including their dependants living in these 137 habitable rooms which gives an average of 2.7 persons per room. The average floor area of habitable rooms available per head comes to 38.8 square feet. The majority of the houses are one or two room tenements as would appear from the following data :—

TABLE XVII.

Showing the distribution of houses according to the number of tenements.

Tenements.	Number of houses.	Percentage to the total.
One-room tenements	23	34·32
Two-room tenements	27	40·30
Three-room tenements	7	10·45
Four-room tenements	7	10·45
Five-room tenements	2	2·98
Over five-room tenements	1	1·50
Total ..	67	100·0

Subsidiary.—Only 31 out of 67, or 46.3 per cent. of the houses, had courtyards or enclosed spaces for the exclusive use of the tenants. In only 8 or roughly 26 per cent. of the houses having courtyard facilities, the privacy of the tenants was not disturbed, whereas, in the other 23 cases, courtyards were commonly used by two or three tenants and their families. 26 or 38.8 per cent. of the sampled houses had the additional facilities of verandahs and

6 or 23 per cent. of these verandahs were used in common with other tenants.

Latrines.—The position in respect of latrines is shown below :—

TABLE XVIII.

Description.	Frequencies.	Percentage to the total.
Number of houses with common latrines	5	7·46
Number of houses with separate latrines	6	8·96
Number of houses with no latrines	56	83·58
Total ..	67	100·00

The families, living in houses which had no latrines, used the municipal latrines or the nearby fields. The inmates of 40 houses utilised the fields and those of 16 the municipal latrines. As a rule, women used the municipal latrines while men went to the fields.

Water supply.—The majority of the sampled houses drew their water supply partly from public taps and partly from wells. In about 45 per cent. of the cases, the workers used the wells only.

General.—Most of the houses of the carpet workers were *katcha* structures. In a very small number of cases, the walls and roofs were *pucca*. A fair number of houses were a combination of *katcha* and *pucca* structures. Generally, the outer walls were made of bricks or stone and the inside walls of mud. The statistics in respect of the roofs are tabulated below :—

TABLE XIX.

Description.	Number.	Percentage.
Houses having *katcha* roofs	1	1·49
Houses having *pucca* roofs	3	4·48
Houses having tin roofs	3	4·48
Houses having tiled roofs	53	79·10
Houses having stone slab roofs	7	10·45
Total	67	100·00

While the interior of the houses was generally tolerable, 33 per cent. of the houses (22) were dirty. In only 7 cases, the floor was found to be paved with stone-slabs, and in all others the entire floor was *katcha,* barring the small space of about 4 ft. × 4 ft. in the corners of the courtyards where utensils were washed and women used the same as their bathing places. The drainage inside the houses was quite satisfactory, and in many cases the drains were either *pucca* or semi *pucca*. Public drains outside these houses were intolerable and some of them emitted a stinking smell. The municipal latrines were not kept in a clean condition either.

PART II.

SRINAGAR.

(Jammu & Kashmir State).

Carpet weaving in Jammu and Kashmir is localised at Srinagar, due mainly to the momentum of an early start, the existence of transportation facilities and the constant flow of visitors from different parts of India. There are five firms at Srinagar, two of these having a branch each. The total number of factories thus stands at seven, besides a fair number of independent workers owning a loom or two in different parts of the city.

Employment.—Attendance register for weavers was kept only at one factory. Even here, it merely indicated the total number of looms, the names of the loom-holders or master-weavers, the names of weavers and the children working under them. It is thus apparent that pre-war employment figures in carpet factories cannot be obtained. One factory manager submitted a few employment figures for August 1939. When asked to show the register for that period, he merely said that he relied on his memory for the information given. In any case, it is certain that the number employed in the pre-depression period (i.e., before 1929) was much greater than it is today. The present inflationary tendencies, coupled with a number of other causes, have led to a great demand for carpets and hence employment is now on the increase.

In the absence of a register, the factory-owner or his manager can rarely have an exact idea of the total number of workers employed under him. When I first entered the premises of a factory at Srinagar, I was told that as many as 150 weavers were at work. On an actual counting of heads, I found only 53 at the looms. This put my Investigators and myself on our guard and we actually noticed that the figures supplied to us by the managements were at least three times as high as the actual figures. The Director of Industries, Jammu and Kashmir State, supplied the following figures in respect of the different carpet factories in Srinagar :—

TABLE XX.

Serial Number of the factory.	Average daily employment.
1.	1,000
2.	800
3.	1,100
4.	200
Independent workers	25
Total	3,125

The actual figures on examination turned out to be as under :—

TABLE XXI.

Serial Number of the factory.	Normal daily employment.
1	366
Branch to No. 1	80
2	58
3	105
4	53
Branch to No. 4	60
5*	31
Total ..	753

Making allowance for a fair number of independent workers and for absenteeism due to *Ramzan* during my visit and other causes, the total number of carpet weavers may be safely put down at 800.

Apprenticeship.—The employers have not organised any system of apprenticeship. As child labour is available in plenty, master-weavers bring children for training and I found enough evidence of it, wherever I went.

Absenteeism and Labour Turnover.—As already stated, there is only one factory which keeps any records of attendance. It started working in August 1944. Figures for absenteeism and turnover cannot therefore be given. The weaver works to eke out a bare livelihood and cannot afford to absent himself on small pretexts. In one factory, I came across a weaver who actually suffered from pleurisy and yet came for work to earn a living for the day. When I told him that he would die if he did not go to any hospital for treatment, he said that he was face to face with death almost every day of his life and that he would welcome it when it comes. I asked the employer to give him a chit on the local Mission Hospital and it was with a considerable amount of cajoling that the ailing young man agreed to go.

Absenteeism in itself may be due to serious illness, marriage and death ceremonies, litigation regarding loans, etc. Another important cause of absenteeism is the complicated system of rationing which, the workers aver, involves a wastage of some days every month. In the course of my investigations, I realised that they did not always get their quota of rice at fixed intervals and that they had to waste much of their precious time for this purpose. Moreover, the quantity of rice doled out was not considered to be sufficient with the consequence that much time had to be spent by them to buy a part of their requirements in the black market. This was corroborated by a few trustworthy persons and the fact was also actually borne out by my experience during my short stay at Srinagar in August-September 1944. On the basis of data available with me, I can confidently say that absenteeism varies between 15 per cent. and 23 per cent. from season to season, being higher in winter than in summer.

*This was not mentioned by the Director of Industries, evidently because it began to function at the time of my visit to Srinagar in August-September 1944.

In regard to labour turnover, it may be said that it is on the increase every month. The workers are now fairly restive and feel that it is not in their interest to pin themselves down to one factory. Naturally, the mobility of labour from factory to factory is sufficiently great.

Civil condition.—My staff and I made an intensive survey of the following five factories at Srinagar :—

TABLE XXII.

Serial number of factory.	Total number employed.
1.	366
2.	58
3.	105
4.	53
5.	31
Total ..	613

I also visited all other places of work, especially the branch factories of some of the firms referred to above.

Age-distribution.—The ages of 597 workers in the factories noted above were taken and the statistical results are given below. This was a very difficult task as the weavers, illiterate as they were, could not give accurate figures. I had to take the help of elderly people in the factories and, in certain cases, exercise my common sense.

TABLE XXIII.

Serial Number	Age-group.	Number of workers in the age-group.	Percentage in relation to the total number of workers employed.
1.	Below 12 years	67	11·2
2.	Between 12 and 17 years	36	6·0
3.	Between 17 and 40 years	349	58·5
4.	Between 40 and 50 years	82	13·7
5.	50 years and above	63	10·6
	Total ..	597	100·0

As many as 67 children below 12 were employed in the five carpet factories which were surveyed. Of these, an old establishment employed 52 (or about 14 per cent.) children out of a total of 366. It may appear odd that no children and juvenile workers were employed in one of the factories. The reason perhaps is that this factory re-started its work a few weeks before my enquiry and consequently it might not have been able to secure the services of children and young workers.

The following tables give the relevant data in regard to the civil condition and indebtedness of sampled workers :—

Civil condition of Carpet Weavers in Srinagar.

TABLE XXIV.—*Showing Size of the Family.*

Serial number of Factory.	Number of workers taken.	Number married.	Number unmarried.	Number of workers with dependants									Total Number of Depen-dants.	Average number of depen-dants per family (With depen-dants.)
				1	2	3	4	5	6	7	8	Total.		
1	18	16	2	1	1	3	7	3	1	..	..	16	61	3·8
2	80	65	15	8	11	11	24	12	11	..	..	77	285	3·70
3	19	15	4	1	2	4	7	4	..	1	..	19	72	3·78
4	10	5	5	4	..	4	2	..	..	..	..	10	24	2·4
5	31	21	10	1	3	3	11	5	4	1	1	29	124	4·27
Total ..	158	122	36	15	17	25	51	24	16	2	1	151	566	3·7

TABLE XXV.—*Giving indebtedness according to size of Family.*

Serial Number of Factory.	Indebtndness of workers according to number of dependants.																Average amount of debt according to number of dependants.								
	No depen-dants.		1 Depen-dant.		2 Depen-dants.		3 Depen-dants.		4 Depen-dants.		5 Depen-dants.		6 Depen-dants.		7 Depen-dants.		8 Depen-dants.		0	1	2	3	4	5	6	7	8
	Number of workers	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount									
		Rs.		Rs.		Rs.		Rs.		Rs.		Rs.		Rs.		Rs.		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1	2	150	..	..	..	..	3	550	6	1,200	3	400	1	100	..	..	..	..	75	..	..	166·6	200	133	100	..	..
2	3	310	6	693	8	905	8	730	21	2,817	11	1,075	12	2,385	..	..	..	..	103	115	113	81	134	98	199	..	..
3	..	..	1	100	2	215	3	425	7	680	4	530	..	..	1	150	..	..	..	100	108	142	97	133	..	150	..
4	..	..	4	436	..	..	4	360	2	700	..	..	..	..	..	..	..	..	..	109	..	90	350	..	..	..	..
5	..	..	..	..	..	..	3	105	6	365	4	387	2	135	1	800	1	200	..	..	..	35	61	97	68	800	200
Total	5	460	11	1,229	10	1,120	21	2,120	42	5,762	22	2,392	15	2,620	2	950	1	200	92	112	112	101	137	109	175	475	200

TABLE XXV-A.—*Giving average amount of debt according to families of different size groups.*

Size group	No. dependants.	1 to 3.	4 to 6.	7 and above.
Average debt ..	Rs. 92	Rs. 106	Rs. 136	Rs. 383

TABLE XXVI.

Showing Extent of Indebtedness.

Serial Number of Factory.	1	2		3		4		5		6		7	
	Number of workers taken.	Number in debt.		Free from debt.		Debt between Rs. 1—50/-		Debt between Rs. 51—100/-		Debt between Rs. 101–200/-		Debt over Rs. 200/-.	
		Number.	% of Col. 1.	Number.	% of Col. 1.	Number.	% of Col. 2.	Number.	% of Col. 2.	Number.	% of Col. 2.	Number.	% of Col. 2
1	18	15	83·3	3	16·7	3	20·0	4	26·7	5	33·3	3	20·0
1	80	69	86·3	11	13·7	18	26·1	23	33·3	24	34·8	4	5·8
3	19	18	94·7	1	5·3	6	33·3	5	27·8	5	27·8	2	11·1
4	10	10	100	..	..	2	20	5	50	1	10	2	20
5	31	17	54·8	14	45·2	9	52·9	4	23·5	3	17·6	1	5·9
Total ..	158	129	81·7	29	18·4	38	29·5	41	31·7	38	29·5	12	9·2

TABLE XXVII.

Giving causes of Indebtedness.

Serial number of Factory.	Marriage.		Sickness.		Death.		Litigation.		Land.		Domestic needs.		Miscellaneous.		Ancestral Debt.		Total.	
	Number of cases.	Amount.	Cases.	Amount.	Cases.	Amount.	Cases.	Amount.	Cases.	Amount.	Cases.	Amount.	Cases.	Amount.	Cases.	Amount.	Cases.	Amount.
1.		Rs.		Rs.		Rs.		Rs.		Rs.		s.		Rs.		Rs.		Rs.
2.	5	600	2	350	..	..	..	..	2	350	8	1,050	..	..	..	..	17	2,350
3.	18	2,920	3	255	1	50	..	..	6	610	49	4,830	1	150	1	100	79	8,915
4.	6	820	5	170	..		..	..	..	..	12	1,080	..	..	..	..	23	2,070
5.	..	...	..	..	..	..	..	..	1	300	10	1,196	..	..	..	..	11	1,496
	3	895	..	..	..	..	..	..	3	300	11	597	..	..	1	200	18	1,992
Total ..	32	5,235	10	775	1	50	..	..	12	1,560	90	8,753	1	150	2	300	148	16,823
Percentage of Total ..	21·6	31·12	6·8	4·61	·7	·30	..	..	8·1	9·27	60·8	52·03	·7	·89	1·3	1·78	100	100

Table XXIV shows that, out of these 158 samples, 122 were married and 36 unmarried. The number of workers who had dependants to support was 151. The total number of dependants is found to be 566 which gives an average of 3.7 dependants per worker. The table also shows the distribution of families according to the number of dependants, the largest concentration of families being at the point of 4 dependants.

Indebtedness.—The enquiry covered also the indebtedness of families and the various causes of indebtedness. Table XXVII shows the 8 causes into which it was possible to classify debts owed by workers. An analysis has also been made of indebtedness according to the size of families (Table XXV) and this table shows some amount of correlation between indebtedness and the size of the family.

Magnitude of Debt.—Out of the total samples taken (158), 29 or 18 per cent. only were free from debt (Table XXVI). Of those 129, who were in debt, 32 per cent. had a debt between Rs. 51 and 100 ; 29.5 per cent. were found in each of the groups of Rs. 1 to 50 and between Rs. 101 to 200. The average amount of debt per head of indebted workers was Rs. 130|8|-.

Causes of Indebtedness.—An anylysis of the causes of indebtedness (Table XXVII) shows the predominance of consumption loans. Loans for domestic needs account for 52 per cent. of total debt or 60.8 per cent. of cases of indebtedness. Loans for marriages come next, accounting for 31 per cent. of debt and 21.6 per cent. of cases of indebtedness. Investment loans for purchase of land and houses account for 9.27 per cent. of debt and 8.1 per cent. of cases of debt. Loans for purposes of litigation and death ceremonies represent a remarkably small proportion of total indebtedness. Similarly, ancestral debts constitute an insignificant percentage of total indebtedness. I might be justified in concluding that the borrowings are resorted largely to meet deficiencies of income, not only to meet special contingencies like marriages but also for current needs.

No analysis of indebtedness will be complete without a reference to the burden of indebtedness. In this respect, the carpet weaver of Srinagar, like his co-worker in Amritsar, is fortunate. The extent of interest-free debt is remarkable. Among the poorer classes of Muslims—and all the weavers are Muslims—the religious injuction against taking of interest appears to be strictly followed. There were 78 cases of indebted persons not paying any interest. Apart from interest-free loans obtained from Muslim neighbours, relations, friends and even shopkeepers, workers were able to obtain interest-free loans from their employers and master-weavers. Loans from the latter may be looked upon as objectionable in one way. Once a weaver obtains a loan either from his employer or master-weaver, he cannot leave the factory. This is a clever device to pin him down to one place. As he is illiterate, he thinks that he is liable to be jailed if he leaves his master. He, therefore, stays on in the same concern or under the same master-weaver till he is in a position to clear off his debts. Many cases of interest-free loans given by firms and master-weavers came to light during the course of my enquiry. For the rest, very few persons appear to resort to co-operative banks for loans. Those, who have gone beyond their circle of friends and others, have to pay anything from 24 to 37 per cent. interest on their borrowings.

Length of Service.—Carpet weavers have remarkably long periods of service to their credit. Information on the length of service in industry

of 154 workers was obtained. The average period of service came to 30 years per worker. This is indeed a remarkable record and no other industry is likely to come up anywhere near to it. There is a very easy explanation for it. Weavers in Kashmir generally start their career in carpet factories at an early age of 5 or 6 and they must naturally have a long period of total service as compared with any other concern which falls under the Factories Act and which complies with its restrictions.

Wages and Earnings.—The loom-holder or the master-weaver is paid directly by the factory. As a rule, he has charge of a loom or two. He accepts the contract for weaving a carpet and consequently selects his own team. Only when a small carpet is to be prepared, a single weaver is given charge of a small loom.

A large number of children are employed and their earnings are pocketed by their guardians. Apprentices in early stages are not given any remuneration, but, as they pick up the rudiments of their trade, they begin to receive a small payment—one anna or more ; the maximum earnings of a child being 4 annas a day. In some factories, the *Mukkadams* are given a commission for every worker they bring to the factory. They receive 4 annas per adult and 2 annas per child per month and the payment continues as long as the workers stay. Weavers' income suffers a definite decline in winter, for the working hours between sunrise and sunset are less and a considerable time is wasted in sitting and basking in the sun or in warming oneself with the *kangri**.

The master-weavers are piece-rate workers, while supervisors, designers and *talim-writers* are paid on a monthly basis, for the very nature of their art demands a very high degree of dexterity and skill. In their case, quality, and not output, can be the true criterion of work. For instance, it is well nigh impossible to reduce the task of supervision to mathematical figures. If *talim-writers* or designers were to be paid according to their quantitative outturn, the quality would definitely suffer. They might produce a certain number of *talims* or designs prescribed for them, but they could, under no circumstances, be expected to exercise much of their initiative and imagination and translate new and original ideas into practice.

The timers are paid within the first week of the following month. Below is reproduced an abstract of their wage-analysis :—

TABLE XXVIII

Serial Number.	Designation.	Monthly Earnings.		
		Maximum.	Minimum.	Average.
(1)	(2)	(3)	(4)	(5)
		Rs. A. P.	Rs. A. P.	Rs. A. P.
1.	Designers	81 2 0	27 0 0	52 11 2
2.	Talim-writers	57 8 0	23 0 0	35 7 0
3.	Printers	20 0 0	11 0 0	15 8 0
4.	Copy-writers	19 0 0	15 0 0	17 10 0
5.	Supervisors	They are part-time workers in one factory earning between Rs. 9 and Rs. 16 per mensem.		

* Stove.

The variation in earnings can be accounted for on the basis of nature of work, duration of service, experience and loyalty to the firm. It may even depend, to some extent, on the whims of the employers.

The workers engaged by the master-weavers are paid a daily wage which varies from 9 annas to 14 annas or a monthly wage which varies from Rs. 12 to Rs. 19. Each month, the amount of work completed at each loom is calculated and payment made accordingly. Wages have risen by 130.7 per cent. to 211.1 per cent. for single weave and by 211.1 per cent. to 250 per cent. for double weave. The unit of measurement is 1,000 stitches. The rates before and since the war are given below :—

TABLE XXIX

Serial number of factory.		Pies per 1,000 stitches.		Percentage increase.
		Pre-war 1939.	September 1944.	
1.	Single Weave	11	28	154·5
	Double Weave	12	42	250·0
2.	Single Weave	9	28	211·1
	Double Weave	13·5	42	211·1
3.	Single Weave	11	27	145·5
4.	Single Weave	*	26	..
5.	Single Weave	13	30	130·7

One factory allows up to 60 pies per thousand stitches for very fine types of double-weave. No separate bonuses or gratuities are given. On completion of carpets however, *inams* or rewards may be arbitrarily given at the discretion of the employers. A master-weaver makes from Rs. 1-2-0 to Rs. 1-11-0 per working day.

The weavers generally weave for 20 days in a month. An extra two or three days are lost in preparing the warp and the preliminaries for which no payment is made.

The supply of wool and dye-stuffs is not regular. This affects regularity of work. It is estimated that approximately 10 per cent. to 12 per cent. of the time is wasted for shortage and non-availability of materials in time. The wastage of wool ranges from 10 per cent. to 20 per cent., according to the quality of the carpet, but deductions are made only if the wastage exceeds a specified percentage.

Advances.—The looms-holders, more often than not, give money in advance to the weavers. Sometimes, they even arrange for their drinks and meals and deduct the necessary amount from their wages. The loom-holders in their turn get money advances from the employers. This system is open to great abuse because, once a loom-holder or a weaver falls into debt, he can never leave a particular concern before paying back his debt in full. The conditions have, no doubt, greatly changed and, as the result of a great demand for carpets, one employer may clear off the debts of a worker with a view to entice him to his premises. The effect on the worker remains the same. He continues in debt and his freedom to leave is greatly restricted.

Working Conditions.—There is no regulation of working hours. Usually, the work extends from sunrise to sunset. The weavers are anxious for a statutory restriction of working hours provided they are assured of a

* Pre-war figures not available.

living wage. They point out that their remuneration is so low that they have to work from morn till eve in order to eke out a bare living. As it is, they can hardly make both ends meet after long hours of work. If their working hours are regulated by law and the basic wage-rate remains the same, their earnings will decline and their standard of living will go down still further. Longer hours of work are possible in summer. As a consequence, their earnings are greater in summer than in winter, when, all things considered, they want more money for coal, warm clothes and heavier beddings. Loom-sheds are not centrally heated except in one factory where crude arrangements for this purpose exist. The workers were not satisfied as they felt that these did not give them any great relief against the biting cold. They bring their own *Kangris* and as they take time to warm themselves and to keep the *Kangri* coal burning and as the winter days are much shorter, the output falls.

Weekly Rest.—As all the weavers are Muslims, Friday is observed as a holiday without pay. In addition, factories are closed on important festival days.

Factory Buildings.—The factory buildings at Srinagar are almost entirely made of wood. The outer walls, doors and windows consist generally of cross pieces or net-work of timber. The inside walls are rarely whitewashed and the looms are generally so arranged that weavers cannot move freely from one end to the other. In some cases, the entrance to looms was through improvised windows. The floors are *katcha* except in one factory where brick-flooring, though uneven, is in evidence. In another factory, a couple of sheds are brickpaved, others are *katcha.* The ground floors of these factories are generally damp and are littered over with waste wool and dust. I paid surprise visits to different factories and I was shocked to find that several weaving sheds had not been cleaned for months. The managers concerned almost invariably confessed that their dirty premises were likely to have a bad effect on the health of workers. I noticed this deplorable condition in all except one factory where things were slightly better.

Lighting and Ventilation.—It appears that the latticed walls, doors and windows are designed to give enough light to weavers at work. Whatever the reason, the entire wooden frame work is pasted over with paper in winter with a view to shut out the freezing cold. How far this arrangement is helpful to the workers is a matter of opinion. It is a fact, however, that the papering of walls brings down visibility to some extent and weaving in winter naturally entails a greater exertion on weavers' eyes. When the demand for carpets increases and work at night becomes essential, kerosene oil lamps are provided in the sheds. From the evidence tendered, I am in a position to say that artificial lights of this character are hardly sufficient for the purpose.

Other Facilities.—I never noticed any fire extinguisher, save in one factory where, in addition to a few fire extinguishers, there was a small fire engine.

It appears that no fire drills are held there as, on the day of my visit, the fire engine would not work and the fire-extinguishers were heaped up in one corner of a room. Although the buildings are almost entirely wooden, the Jammu and Kashmir Government do not appear to have given their attention to this subject. Precious lives are thereby left at the mercy of the proprietors. It may be that even a fire extinguisher would not be of great assistance. It may at best prevent fire from spreading to neighbouring houses. It is necessary that the State should insist on factory buildings of reinforced concrete, with proper fire escapes duly approved of by their engineers, along with the necessary fire extinguishing apparatus.

Rest Shelters and Canteens.—There are no rest shelters and no canteens. Weavers belong to the Srinagar city and go home for their midday meals. Those who come from a distance of over one mile or so bring their meals with them and take them at their places of work.

Sanitation.—There are no urinals in any of the factories in Srinagar and workers naturally urinate either in the streets or in some specified nook or corner of the premises. Some factories have no latrines either. Others that have do not keep them clean. I saw only two latrines in one factory and only one in another factory.

Water Arrangements, Baths and Wash-Places.—There are no wash-places and bath-rooms. Workers make their own arrangements for drinking water. It has been said elsewhere that weavers in Srinagar are very poor and that they cannot afford to take their bath, especially in winter, as it involves some expense on the heating of water. Their clothes are dirty and their habits insanitary. It is therefore suggested that :—

(a) Soap should be supplied free to workers to enable them to wash their clothes, and that

(b) arrangements for running hot water, especially hot-water baths, and toilet soaps should be made obligatory in all industrial units.

Health—Medical Examination.—With the help and co-operation of the State Government I arranged a medical examination of 205 weavers—the total number of weavers then present in one of the oldest firms in Srinagar City. The Hon'ble Minister for Industries was kind enough to spare an energetic capable and experienced doctor—Dr. Razdan—who examined the different workers in my presence at great inconvenience to himself. The table below is prepared from his report. It is an instructive and helpful index to the maladies workers in each age-group suffered from.

TABLE XXX.

Age-group.	Total Number in age-group.	Free from disease.		Suffering from one disese.		Suffering from two diseases.		Suffering from three diseases.		Suffering from four diseases.		Suffering from five or more than five Diseases.	
		Number.	%age to total in the age-group.	Number.	%age to total in the age-group.	Number.	%age to total in the age-group.	Number.	%age to total in the age-group.	Number.	%age to total in the age-group.	Number.	%age to total in the age-group.
0—12 years ..	59	2	3·4	10	16·9	20	33·9	18	30·5	9	15·3	0	0·0
12—17 years ..	10	0	0·0	1	10·0	5	50·0	2	20·0	2	20·0	0	0·0
17—30 years ..	48	0	0·0	5	10·4	18	37·5	12	25·0	9	18·8	4	8·3
30—40 years ..	57	0	0·0	4	7·0	18	31·6	18	31·6	8	14·0	9	15·8
40—50 years ..	17	0	0·0	2	11·8	2	11·8	6	35·2	6	35·3	1	5·9
Over 50 years ..	14	0	0·0	0	..	2	14·3	3	21·4	4	28·6	5	35·7
	205	2	·98	22	10·73	65	31·71	59	28·78	38	18·53	19	9·27

The only weavers, who were unaffected by any ailment, were two children, one aged 5 and other 7 years. A bewilderingly large number, viz 98.02 per cent. of the sample, suffered from one or more diseases. What is really more tragic is the fact that 9.27 per cent. had 5 or more troubles to complain of. A weaver of 60 was, for instance, found to be suffering from no less than 8 different diseases.

Relation of Age to Health.—Another painful feature that attracts notice is that older men suffer from as many as 4-5 diseases. There are 2 in the first age-group who are free from any physical irregularity. In the last group, however, none of the workers is immune from one disease or another and more than ⅓rd of them are victims of 5 or 6 diseases at a time. A table showing the common diseases among the weavers, as brought out by the medical examination, is given below :—

TABLE XXXI.

Showing Prominent diseases.

	Disease.	Number of sufferers.	Percentage to number of workers
1.	Bad teeth and gums	174	84·9
2.	Bad throat and tonsils	95	46·4
3.	Anæmia	53	25·9
4.	Visual troubles	41	20·0
5.	Gastritis	19	9·3
6.	Scabies	17	8·3
7.	Rickets	17	8·3
8.	Catarrh	16	7·8
9.	Bronchitis	15	7·3
10.	Respiration	13	6·3
11.	Beri Beri	11	5·4
12.	Worms in intestines	11	5·4
13.	Cramps	10	4·9
14.	Chest	10	4·9
15.	Septum Nose	9	4·4
16.	Heart	8	3·7
17.	Spleen	6	3·0
18.	Trochama	6	3·0
19.	Blood Pressure	5	2·5
20.	Rheumatism	5	2·5
21.	Venereal	4	2·0
22.	Gastric ulcer	3	1·5
23.	Piles	2	0·9
24.	Ear	2	0·9
25.	Favus	2	0·9
26.	Diarrhœa	2	0·9
27.	Pleurisy	2	0·9
28.	Tuberculosis	2	0·9
29.	Dysentery	2	0·9
30.	Headache	1	0·5
31.	Hernia	1	0·5
32.	Entritis	1	0·5
33.	Arteries	1	0·5
34.	Urethritis	1	0·5
35.	Cotecystitis	1	0·5
36.	Eczema	1	0·5
37.	Asthma	1	0·5
38.	Boils	1	0·5
39.	Blafritis	1	0·5

On the whole, the health of the workers is perilously unsound. The weavers begin to learn work at a very early age and cannot stand the strain

of long hours and the exacting nature of work. It may be noted that the workers examined were all those who were actually working at the looms. The only comment one would like to offer is that conditions are highly unsatisfactory and a radically drastic change is immediately called for.

Disease and Diet.—In connection with the medical report given above, Dr. Razdan was of opinion that a more thorough medical test must have revealed a larger number of maladies in the case of weavers. It was not possible for him to carry out any blood examination, nor was it within his power to spend more than a few days on the weavers. A very prominent social worker of Kashmir was of opinion that 75 per cent. of the workers of Kashmir suffered from venereal diseases. How far this statement is true I am not in a position to say, but I will be voicing the sentiments of the public if I suggest that a periodical medical examination of workers is absolutely essential. Some of the ailments of the workers appear to be a consequence of poor and unwholesome diet. If the State were to popularise the use of wheat and organize an ' eat-more-wheat ' campaign among its people, a slight improvement in health may be possible.

Housing.—The employers have no housing schemes of their own. Neither have they ever given any serious consideration to it. Several weavers own their houses in Srinagar. Others live in rented tenements. These are situated in narrow *katcha* lanes which are exceedingly dirty and unhealthy. It will be no exaggeration to say that old Srinagar constitutes today one vast slum city. As a traveller moves from one part of the city to another, he seems to think that he is in the midst of a mediaeval town, greatly devoid of any sanitation. There is no underground drainage. The over-ground drains are not properly looked after. Water accumulates near water-taps and forms a suitable breeding ground for mosquitoes. In course of time. it stinks. Public latrines are exceedingly dirty. Very few are provided with pans and they are not cleared for several days at a time. They therefore emit a stinking smell. There is an entire absence of municipal urinals and people urinate on road sides and in ill-drained gutters. Rubbish deposit and water logging are the common features of the city.

It is in the midst of these insanitary surroundings that the weavers' houses or tenements, old and dilapidated, are situated. One house which may comprise 3-4 rooms is usually shared by two or more brothers. There are generally not cots. Ordinarily mattings are spread over in the bed-room which rarely has any ventilation. The flooring is *kutcha.* Ceilings are low and have turned black due to smoke. Wooden roofs in the upper storey of several houses have big holes through which snow and rain-water drip in. There is seldom any provision of latrines. There are generally no water taps, urinals or bath rooms. Some houses and tenements are fitted with electric light for which the Municipality charges a flat rate of 9 annas per 15 watts lamp per month. Generally speaking, one room is shared by a worker, his wife and children. This comes to 3 to 5 persons per room. A very small room serves as a kitchen. There are usually no outlets for waste water either in the kitchens or in the premises of houses.

I give below a couple of typical instances out of a very large number of houses that I visited :—

(i) My staff and I visited a weaver's tenement, which was situated in a small-lane, about 4 feet wide. It comprised a room and a kitchen, the room being 9 feet 10 inches by 8 feet 6 in. The weaver's wife was dead and he occupied it along with his three children. They slept in a small

un-enclosed open space or in the street in summer. The rent per month for the tenement was Rs. 2-8-0.

(ii) A dark, damp passage led into the interior of another house. It comprised two living rooms 12 ft. × 9 ft. 8 inches and 12 ft. × 7½ ft. besides a passage which was utilised as a kitchen. The staircase leading to the un-enclosed first floor was narrow and rickety, being only 2½ feet wide. Four persons, the weaver, his wife and two children lived here. They slept on the first floor in summer and they were huddled together in one room in winter. The rent was Rs. 6|- per month.

Wherever I went, I found myself face to face with one great difficulty. The weavers' quarters and the streets on which they were situated gave out a suffocating smell. I had thus to see a few houses every day, being afraid lest I or my staff should catch any infection. The same held good in respect of my interviews with weavers. A Srinagar weaver seldom takes a bath. He rarely washes his over-all shirt. When it is worn out, he does not remove it. He puts the new shirt over it and, naturally, a foreigner, unaccustomed to such horried smell, can rarely engage him in conversation at close range for more than a few minutes. I am glad to say that I took the risk and went and talked to workers in their rooms and, though I suffered from the after-effects of such visits, I was in a position to gather a mass of valuable information.

The workers' habits are unclean and insanitary. They throw waste-water and rubbish indiscriminately in the streets. In winter, their condition can only be imagined, not described. They lie down at night with their *kangris* on their chests. When their humble beddings are warmed up, the *kangri* is removed. Cases of burns often happen as the workers, overcome by sleep, may forget to put aside the *kangri*. Their poverty knows no bounds and their standard of living may be described as sub-human. Pitiable is their table of woe and pitiable still are the conditions of the slum city in which they dwell.

PART III.

AMRITSAR.

(Punjab).

There are six firms at Amritsar and Chhehartta (a place 5-6 miles away from Amritsar) which are engaged in the manufacture of woollen carpets. Of these, one has a branch as well. There are thus seven factories in all, besides a few independent producers having only a loom or two.

Employment.—Only three of the factories keep attendance registers which, as at Srinagar, are incomplete. It was only in two factories that the names of all the workers were recorded. Under these circumstances, pre-war figures of employment could not be obtained. I am not, therefore, in a position to say what changes have been brought about by the present war. The state of affairs here is at par with that at Srinagar, where employment was greatly affected by the Depression of 1929 and after. The employment figures are now rising in response to the increasing demand, created by inflation and other causes.

The paucity of records makes it difficult to give the exact number of persons employed. The figures supplied by the managers are generally over-rated and are therefore unreliable. The investigators were consequently

compelled to record the number, actually present at the time of my visit. These are as follows :—

TABLE XXXII.

Employment.

Serial Number of Factory.	Total number of male workers.			Total number of female workers.		
	Time.	Piece.	Total.	Time.	Piece.	Total.
1	30	56	86	..	..	..
Branch to No. 1	..	107	107	8	..	8
2	3	24	27	..	..	..
3	3	69	72	..	..	..
4	6	41	47	..	..	..
5	1	20	21	..	..	..
	43	317	360	8	..	8

The total number of persons found at work was 368. In addition to these, there is another factory at Amritsar which does not employ more than 30 workers. Making allowance for the few other small manufacturers and for the fact that the fasts of Ramzan might have affected attendance at the time of my visit, the total number of weavers at Amritsar and Chheharta would at a liberal estimate be about 425.

There is no system of apprenticeship. In the pre-war period, children were put to work by master weavers at a tender age. But as labour supply has decreased in the Punjab due to the present war, and as children are taking to other callings, it was only in one factory that I found a few of them at work.

Absenteeism and Labour Turnover.—As stated already, most factory owners have no attendance registers. There are, therefore, no data for the calculation of absenteeism and labour turnover. Even in factories where attendance registers are kept, data concerning absenteeism and turnover are so mixed up that any figures obtained would be of no value. The weaver, as far as possible and practicable, does not absent himself, for he must earn his bare subsistence. The main causes of absenteeism are serious illness, marriage and death ceremonies and litigation. The labour turnover is, however, considerable, as the workers feel conscious of their strength as a result of shortage of labour due to war and shift from one factory to another on the least pretext.

Civil Condition.—The enquiry into the civil condition of carpet weavers at Amritsar covered 64 workers taken by random sampling from five factories. All the workers in the sample were Muslims and none of them was literate. 56 were domiciled permanently in Amritsar, 3 had recently migrated from Kashmir and 5 from Gurdaspur.

Length of Service in Industry.—The following table gives the length of service of the sampled workers in the industry.

TABLE XXXIII.

Length of service.	Employees.	
	Number.	Percentage.
Up to 5 years	1	1·56
6 to 10 years	1	1·56
11 to 15 years	6	9·38
16 to 20 years	14	21·88
21 to 25 years	15	23·44
26 to 30 years	10	15·62
31 to 40 years	14	21·88
Over 40 years	3	4·68
Total ..	64	100·00

The average length of service was found to be just over 24 years including periods of unemployment. Carpet Weaving is well known for its being a hereditary profession in which workers start work at a very early age. In no other industry, perhaps, is skill so well concentrated in a limited number of hands as in the carpet industry.

Indebtedness.—The enquiry into indebtedness showed the predominance of consumption loans. Out of 64 workers, 24 were debt-free and 40 were indebted as follows :—

TABLE XXXIV.

Amount of debt per head.	Number of samples.	Percentage to the total.
Debt-free	24	37·50
Rs. 1—50	8	12·50
Rs. 51—100	14	21·87
Rs. 101—200	12	18·75
Rs. 201—500	2	3·13
Over Rs. 500	4	6·25
Total ..	64	100·00

114. *Amount and Causes.*—The total amount of debt owned by the 40 indebted workers was Rs. 6,823. Analysing the causes of indebtedness, the distribution was as follows :—

TABLE XXXV.

Cause.	Number of cases.	Amount.	Percentage of total.	Average amount per case.
Marriage	4	2,000	29·3	500 0 0
Sickness	5	298	4·4	60 0 0
Death	1	60	0·9	60 0 0
Domestic needs	32	4,465	65·4	139 8 0

While the percentage of cases of indebtedness on account of marriages was small, the amount contracted on this account was nearly 30 per cent. of the total debt as compared with 65.4 per cent. of total debt taken for meeting domestic needs. But the average debt on account of marriage was Rs. 500 as compared with the average of Rs. 139|8|- on account of domestic needs. In the latter case, however, indebtedness was more widespread. It appears that, as in the case of weavers at Srinagar, the income of weavers at Amritsar is insufficient to meet their current needs while on special occasions such as marriages, sickness and death, the indebtedness tightens itself on those who seem to suffer from a chronic deficiency of income.

Relationship of debt to dependants.—Correlating indebtedness of workers sampled with their family obligations, the bearing of the size of the family on indebtedness becomes apparent. Of the 64 samples, 39 were married,

5 widowers and 20 unmarried. The following table shows the distribution of debt according to the number of dependants :—

TABLE XXXVI.

Number of Dependants. (1)	Number of workers sampled. (2)	Number in debt. (3)	Amount of debt. (4)	Average amount of debt. (5)
			Rs.	Rs. a. p.
Nil	14	6	543	90 8 0
1 to 3	29	18	3,132	174 0 0
4 to 6	17	12	2,448	204 0 0
7 and above	4	4	696	174 0 0

The average indebtedness amounts to Rs. 171.

Sources of borrowing.—As at Srinagar, so at Amritsar, the source of indebtedness in a large number of cases could be traced to the employer. Usually loans given by firms to their workers are interest free. Out of 40 workers found to be in debt, as many as 20 had borrowed entirely or in large measure from their employers.

It is not difficult to assess the effect of such loans on the freedom of movement or the bargaining power of the illiterate workers. It has been stated elsewhere that indebtedness of workers to their employers cannot but have adverse repercussions on the income and welfare of the former. Taken as a class, the carpet weavers, while they are indebted to a certain degree, are fortunately not suffering from the burden of interest charges, normally associated with indebtedness. The majority of loans, taken from sources other than employers, are also free of interest. This prevents the debtors in this industry getting caught deeper and deeper in the quagmire of indebtedness.

Wages and Earnings.—As at Srinagar, the only time-rate workers are the designers, supervisors and *talim-writers*. The weavers are employed by the master-weavers and are paid a daily wage. The master-weavers are piece-rate workers.

Timers.—The time-rate workers are paid on a monthly basis, their wages being disbursed during the first week of the following month. Below is given an abstract of their wage analysis :—

TABLE XXXVII.

Occupation.	Maximum.	Minimum.	Average.
Designers	72 3 0	31 11 0	51 12 2
Supervisors	68 14 0	33 0 0	46 2 0
Talim-writers	95 0 0	30 0 0	49 2 2

Only one firm gave a dearness allowance of 10 per cent. of their wages to the time-rate workers.

Changes in Piece-rates.—Piece-rate wages have risen by 130 per cent. to 150 per cent. The unit of measurement is 1,100 stitches. The following table gives the piece-rates in force in 1939 and 1944 :—

TABLE XXXVIII.

Serial Number of Factory.	Pre-war (1939).		September 1944.		Percentage Increase.
	Per 1,000.	Per 1,100.	Per 1,000.	Per 1,100	
	Pies.	Pies.	Pies.	Pies.	
1	12	13·2	30	33	150
2	11·8	13·0	27·2	30	130
Others	10·9	12·0	27·2	30	150

For very superior qualities the rates soar upto 32.7 pies and even 45.4 pies per thousand stitches. No separate bonus or gratuities are given. On completion of carpets, however, *inams* or rewards may be arbitrarily given at the discretion of the employer.

Weavers.—A master-weaver makes from Rs. 1|12|- to Rs. 2|3|- per working day or from Rs. 39 to Rs. 50 per month. The workers engaged by master-weaver are paid a daily wage which varies from Re. -|8|- to Rs. 1|14|- or Rs. 11 to Rs. 41 per month. Each fortnight the work done at a loom is calculated and the payment made accordingly. Wages are paid on the 6th and the 21st of every month.

Working Days.—As at Srinagar, the weaver works for about 22 days in a month. This is inclusive of the time which is spent on the preparation of warp for which the worker is not paid anything. The non-availability of raw materials is responsible for the wastage of another 10 per cent. to 12 per cent. of the weavers' time. The Amritsar Carpet Factory is the only honourable exception that pays about 75 per cent. of the worker's daily earnings when his absence is due to factors beyond his control. Two factories use home-spun wool which snaps very frequently and entails a great loss of time.

Deductions and Advances.—Though the wastage of wool ranges from 10 per cent. to 20 per cent. according to the quality of carpet, no deductions whatever are made. The master-weavers give advances to their assistants as at Srinagar and arrange for their drinks and sometimes meals. Similarly, advances are given by the factory-owners to master-weavers. This system is being considerably abused because it enables the employer to exploit the master-weaver who, in his own turn, keeps his workers under his thumb. It may be emphasized here that, as the weavers are illiterate, they labour under the impression that they cannot leave their jobs unless and until their dues are fully cleared up.

Payment.—Since almost all the weavers at Amritsar are grown-ups, no question of payment to guardians arises. Children in early stages are not given any remuneration, but, as they pick up rudiments of their trade, they begin to receive a small payment of 3 annas or so per day.

Effect of Winter.—Weavers' income suffers a definite decline in winter, for the workable period between sunrise and sunset is small and a considerable time is wasted in basking in the sun.

Working conditions, Hours of work.—Usually, the work extends from sunrise to sunset, with an interval from 1|2 hour to 2 hours for mid-day meal and prayer. The workers would very much prefer to have shorter hours if they could get a living wage. As it is, they are compelled to work for long hours to eke out a bare living. As the factories have no provision for artificial lighting, the hours of work vary with the length of the day. No stringent hours of work are laid down. Weavers are at liberty to attend and operate the looms at any hour of the day.

Factory Buildings.—Many of the factory buildings are old and gloomy. New sheds have been installed in two factories but these are open on all sides and the workers are exposed to sun, rain and wind throughout the year. There is only one factory in the city where the floor is brick-laid. Elsewhere, it is *katcha* and almost invariably dirty and littered with rubbish. A First Aid box is kept in one factory though none of the staff is a qualified First Aider.

Sanitation.—There is no provision for rest shelters. The workers take their meals at the looms. Tobacco ash and remnants of meals are scattered over and the loom sheds are not cleaned regularly. In one factory, I noticed a few goats tied in one corner. They urinated and eased themselves

there and the management never cared to take objection to them. The latrines emit a stinking smell. Disinfectants are rarely used. There are no wash places and no bath-rooms.

Health and Habits.—In the absence of any medical examination and official reports on the subject, no definite and precise statement can be made about the health of weavers. All that can be safely inferred from observation, the statements of workers and the doctor of one factory is that they suffer largely from respiratory diseases, intestinal disorders, malaria and other fevers, ulcers, minor surgical complaints, defective vision and chest and cramped fingers.

The only factory that provides some medical facilities is the East India Carpet Factory. A small free dispensary attached to the Oriental Carpet Manufacturers is accessible to its workers as well, for both the companies are owned by one and the same management and are also situated on the same premises. A part time L.S.M.F. is in charge of it and is assisted by a compounder.

An appreciably large number of weavers are addicted to smoking and opium eating ; this tells upon their health miserably. Gambling is not uncommon.

Housing.—The survey of housing conditions in Amritsar based on a 25 per cent. random sample covered 100 households occupying 100 dwellings. The Table given below shows the number and percentage distribution of dwellings according to size in terms of the number of living rooms comprised in them. It will be seen that one-room dwellings account for 60 per cent. of all dwellings.

TABLE XXXIX.

Showing number and size of dwellings.

Size.	Number of dwellings	Percentage of total
One room	60	60
Two rooms	25	25
Three rooms	14	14
Four rooms	..	..
Five rooms	1	1
Total ..	100	100

The total number of habitable rooms in the dwellings surveyed was 157. The average size of dwellings was thus 1.6 rooms. The total number of occupants was 358 persons of whom 279 were adults of both sexes and 79 children below 9. The average density of occupancy was 2.3 persons per room of an average area of 151 square feet. Table XL shows the density of occupancy in different sized dwellings.

TABLE XL.

Showing density of occupancy in dwellings of different sizes.

Size of dwelling.	Number of dwellings.	Number of rooms.	Number of occupants.	Density of occupancy.
One room	60	60	165	2·8
Two rooms	25	50	97	1·9
Three rooms	14	42	85	2·0
Four rooms	..	..	..	..
Five rooms	1	5	11	2·2
Total ..	100	157	358	2·3

In one-room dwellings, density is the highest and higher than the average for all dwellings by .5 person per room. In dwellings of larger size, it tends to vary but is in every respect below the average. This kind of relation has been observed in other centres also like Delhi and Lahore. It is worth noting however that the average area of habitable rooms in dwellings at Amritsar is larger than the average for Delhi and Lahore*. At Amritsar it was 151 square feet as compared with 105 at Delhi and 130 at Lahore. This is one redeeming feature in favour of Amritsar.

TABLE XLI.

Showing percentage distribution of living rooms and occupants in dwellings of different sizes.

Size of dwelling.	%age of living rooms to total number of rooms.	%age of occupants to total number of occupants.
One room	38·2	46·1
Two rooms	31·8	27·1
Three rooms	26·8	23·7
Four rooms	..	..
Five rooms	3·2	3·1
Total ..	100·0	100·0

Amenities.—The existence of amenities in dwellings covered by the survey is shown in tables XLII (a) and (b).

TABLE XLII (a).

	Subsidiary rooms			Verandahs			Courtyards			Kitchens		
	Number of rooms	Number of dwellings No.	Number of dwellings %age	Dwellings without	Dwellings with No.	Dwellings with %age	Dwellings without	Dwellings with No.	Dwellings with %age	Dwellings without	Dwellings with No.	Dwellings with %age
All dwellings ..	1	1	1	91	9	9	50	50	50	86	14	14
One roomed	..	..	..	57	3	5	36	24	40	56	4	6·6
Two roomed	..	..	..	25	..	..	11	14	56	20	5	20·0

TABLE XLII (b).

	Bath rooms		Latrines		Water Supply		Electricity		Drainage		Ventilation	
	With No.	Without No.	With No.	Without No.	With No.	Without No.	With No.	Without No.	Satisfactory No.	Unsatisfactory No.	Satisfactory No.	Unsatisfactory. No.
All dwellings ..	7	93	94	6	43	57	3	97	47	53	66	34
One roomed	..	60	56	4	22	38	2	58	24	36	39	21
Two roomed ..	1	24	21	4	8	17	..	25	10	15	12	13

* *Vide* Report on Labour Conditions in Printing Press Industry.

Table XLII (a) covers those amenities the existence of which mitigates the evil effects of over-crowding and the absence of which undoubtedly aggravates them while Table XLII (b) covers those the absence of which has serious repercussions on the health, privacy and well-being of occupants. It will be seen that, inadequate as the provision of elementary housing amenities is in all dwellings taken collectively, their distribution is such as to weigh specially against one-room and two-room dwellings wherein conditions in respect of over-crowding are also worse. It appears from the relevant tables that Amritsar dwellings were completely devoid of subsidiary rooms and most of them had no verandahs. This fact should be observed in relation to kitchens which were found in 4 only of 60 one-room dwellings and 5 only of 25 two-room dwellings From this, it follows that the majority of the households had to do their cooking and storage in their living rooms. Fortunately the existence of courtyards was not so rare as that of kitchens. Even so, not more than 40 per cent. of one-room dwellings and 56 per cent. of two-room dwellings enjoyed this amenity and used courtyards for cooking and sleeping outside. But the value of this amenity was further restricted by the fact that nearly one-half of the courtyards were used in common by a number of households. Bath rooms are almost conspicuous by their absence, 7 per cent. only of the dwellings possessing a bath room. In this, one-room, dwellings had no share at all. In the matter of latrines, the situation was really worse than is indicated by Table XLII (b) in so far as 56 out of 60 one-room dwellings having latrines, as many as 53 were used in common. In two-room dwellings the position was less unsatisfactory. In 21 out of 25 such dwellings, 10 latrines were in common use. As for water supply the position in Amritsar was better than it was either at Lahore or Delhi. This is perhaps due to the almost universal prevalence of tube wells and hand pumps. With regard to electricity, three dwellings only out of 100 enjoyed this amenity. Of these, two were one-room dwellings and the remaining was the solitary five room dwelling surveyed.

PART IV.

GWALIOR.

Employment.—The total number of persons employed in the only carpet factory at Gwalior was 310, out of whom 10 were timers. The following table gives the relevant details :—

TABLE XLIII.

	Men	Women	Children	Grand Total
Time	10	..	..	10
Piece	63	18	219	300
Total ..	73	18	219	310

A three-fold practice holds in respect of looms :—

(i) An individual weaver may take complete charge of a small loom.

(ii) Weavers may combine hands in partnership and work jointly, dividing their earnings equally among themselves.

(iii) A master-weaver may employ a team of children to work under him on one loom.

Unlike Amritsar and Srinagar, the master-weaver sits on the reverse side of the loom and reads out the designs, the child weavers follow his instructions and weave accordingly. Usually, the third practice prevails.

Absenteeism.—Absenteeism is fairly alarming, the principal factors being illness and young age in the case of children. So far as adults are concerned, the additional factors are social and religious ceremonies.

Earnings.—The salaries of the timers are analysed below :—

TABLE XLIV.

Designation	Maximum	Minimum	Average
	Rs.	Rs.	Rs.
Supervisor	60/-	60/-	60/-
Assistant Supervisor	26/-	26/-	26/-
Head Designer	75/-	75/-	75/-
Designer	58/-	30/-	45/8/-

It is obvious that supervisors and head designers get the highest pay, for the nature of their work demands quality and imagination. So far as the piece-rate workers (i.e., master-weavers and children) are concerned, payment is in proportion to work done, the rates being as under :—

	per 1,000 knots.
Plain work	15 pies.
Flowery work	16 pies.
Double warp	17 pies.

In double weave, a single thread is to be taken for outlines and double thread for the ground part (i.e., fillips), as at Srinagar. The double weave at Srinagar is, according to the statement of the Manager, different from the double warp at Gwalior.

A master weaver who may hold a maximum number of 4 looms, is responsible for the work. He divides his monthly earnings as under :—

(a) *Usually,* one third goes to himself, and (b) two thirds are shared by his workers—adults and children. It is for the master-weaver to determine their respective shares. For example, a particular master-weaver earned Rs. 50 in a month. He paid Rs. 30 to his workers under him and kept Rs. 20 to himself. There was another master-weaver who had 11 children to work with him. He earned Rs. 144, out of which he himself pocketed Rs. 47 and handed over Rs. 97 to the 11 children. This gives a monthly average of about Rs. 8|13|- per child. In a third case twelve children got Rs. 96|8|- or an average of Rs. 8|-|8. Eight of the clippers received Rs. 175|14|3 or Rs. 21|15|9 per head. There are also cases where *pattiwals* or co-partners work together on a carpet and divide equally the earnings among themselves.

Working Conditions.—The factory is housed in a shed, open on one side. The roofing is of galvanised sheets and the floor of stone slabs. The sanitation, though not so disgusting as at Amritsar and Srinagar, cannot be said to be satisfactory either, for there are only 2 latrines and 3 urinals. One sweeper worked on Rs. 12 p.m. for the whole factory employing 310 workers.

No fines are levied. Sundays are said to be the regular weekly close days. The employers have not made any provision for housing, fire extinguishers, dispensary, first aid boxes, *creche* or rest shelter. The workers are not accustomed to taking tea or cold drinks. They bring their meals from their houses and take them at their seats.

PART V.

SUMMARY AND CONCLUSIONS.

So far as Mirzapur, Srinagar, Amritsar and Gwalior are concerned, it should be remembered that the quality of carpets woven at these different places is not the same. Srinagar and Amritsar specialise mostly in Iranian designs and the carpets manufactured there are considered to be the costliest in this country. Mirzapur and Gwalior stuff is cheaper and simpler.

Employment.—If the number of carpet-weavers alone were considered, Srinagar would easily steal a march over all other centres. The following table gives a comparative idea of the strength of weavers in different centres :—

TABLE XLV.

Serial Number	Centre	Number of weavers.	Percentage to the total.
1	Srinagar	800	40·7
2	Mirzapur	432	21·9
3	Amritsar	425	21·6
4	Gwalior	310	15·8
	Total ..	1,967	100

Wages.—The monthly wages, as will appear from the Table below, represent glaringly marked variations from centre to centre :—

TABLE XLVI.

Earnings of	Centres			
	Mirzapur	Srinagar	Amritsar	Gwalior
Master weavers	Rs. 40 to 50	Rs. 24 to 35	Rs. 46 to 50	Rs. 20 to 50
Adult weavers	Rs. 15 to 28	Rs. 12 to 19	Rs. 10/8 to 46	Rs. 20 to 50
Child weavers	..	Rs. 1/4 to 5	..	Rs. 8/-/8 to 8/9/0

The figures given above indicate the helpless position of the workers at Srinagar, though the condition is in no way satisfactory at other places. It is a fact that wages are invariably low, and that none of the workers in the industry draws more than Rs. 50 per month. Thus, small earnings lead to a low standard of living, inefficiency, disregard of children's education and proper diet, lack of provision of medical and housing facilities and almost the entire expenditure is incurred on the bare necessaries of life. As a matter of fact, low income is the root cause of indebtedness. Minimum wage legislation is urgently called for in this industry. The industry is sweated and conditions are fairly bad.

The capacity of the industry to pay higher wages cannot be doubted. Of course, it is difficult to ascertain the exact relationship between cost of production of carpets and their market value. The varieties are so complex and numerous that they cannot be reduced to any standardization. Again, carpet-weaving is a luxury industry and subjective considerations play an important role in the determination of the price of a carpet. The cumulative effect is that prices and profits do not bear any direct ratio to cost of production. In my tour of Upper India, a carpet manufacturer told

me that he got a piece of tapestry for repairs. He drew up a bill for Rs. 70 but his manager pointed out that the sum was too low and that it should be raised to Rs. 150. This was done, the bill was submitted and promptly paid, the manufacturer getting a letter of appreciation from the customer. This is an apt illustration of the profiteering that is in vogue in carpet industry. It is naturally desirable that the accounts of firms dealing in carpets be carefully investigated and separate costing enquiry be conducted by the proposed minimum wage fixation machinery with a view to finding out the gap between profits and wages.

Working conditions and Welfare Activities.—Working, welfare and housing conditions are invariably bad. Excepting one or two factories, all others are veritable spectacles of squalor and insanitation. Dust, dirt and particles of wool flying in carding rooms are a serious source of trouble, especially to lungs and throat. No medical facilities are *generally* provided by employers. No doubt the occupation or the nature of work does not entail risks of serious accidents, yet the analysis of the medical examination at Srinagar and the general physical constitution of the workers at other places go to show that a very large number of them suffers from one or more diseases. It is, therefore, in the best interests of the industry to have pre-employment medical examination with arrangements for a follow-up health care.

Trade Unionism.—Trade unionism is noticeably absent. There is a Qalin *Baf* Union at Amritsar but it does not function.

A clever device is universally adopted by employers. The rates are quoted in pies per 1,000 or 1,100 knots, but payments are actually made on the basis of dimensional measurements of the finished carpets. An appreciable number of weavers at all the selected centres of inquiries was asked to translate knots into areas or dimensions (i.e., sq. feet or square yards), but, invariably, all of them failed to do so. Illiterate as the weavers are, they depend on the mercy of the employers.

Indebtedness.—Indebtedness is very high in all the centres. The Table given below brings out clearly some of the salient points disclosed by my enquiry :—

TABLE XLVII.

	Mirzapur	Srinagar	Amritsar
Percentage of workers who are in debt ..	77·1	82	62·5
Average amount of debt per indebted person in rupees	114·31	130·5	170·5

At Amritsar the percentage of workers who are in debt is the lowest. The factors which go to account for the situation are that earnings are higher, and that the children of weavers more often than not eke out their living from more profitable jobs. The amount of *per capita* debt at Amritsar is, however, highest, apparently because the cost of living also is high. At Mirzapur, the debt per head is the lowest, i.e., Rs. 114.31. A common feature at all centres is that consumption loans account for a large percentage of the total indebtedness. The average weaver has a deficit budget. He makes both ends meet by borrowings and by sending his children to work at a very early age.

Effect of the present War.—The present war had a profound influence on carpet-weaving which, by the way, thrives on foreign trade. The local consumption is hardly 5 to 10 per cent. of the total annual production. Only limited shipping space is available for merchandise from India to foreign countries, and naturally the market abroad cannot be fed. This fact has reflected adversely on production. Of late, however, the foreign merchants have started sending large orders on the manufacturing firms in India and the production is now on the increase in all the centres.

Weaving is a hereditary occupation and calls for a very high degree of skill and workmanship. The weavers, who intend their sons to adopt their ancestral calling, are, due to low wages, compelled to bring them to the looms at an alarmingly early age. At Amritsar the trade is now falling into disfavour, for even the best experts among weavers do not earn as much as semi-skilled artisans in other handicrafts, e.g., carpentry. In other centres, the future of the industry is not so dark, because the new generation is willingly taking to it. In the villages of Mirzapur District, even the agriculturists carry on carpet making as a side industry, and since they are more economical than the urban workers, whose main occupation is carpet-making, it is possible that in days to come the industry may migrate to villages. Already, so far as Mirzapur is concerned, there are signs of the same, and the stuff that sells in the name of Mirzapur is not all produced there.

Labour Legislation.—As no machinery is installed in the carpet factories, none of them comes under the Factories Act. No action has so far been contemplated by any Provincial Government, or Government of any Indian State to stop some of the evils rampant in these factories. There is an imperative need to bring carpet factories under the Factories Act with a view to ending all those evils which are associated with them.

As carpets vary in size and quality, the number of weavers under each loom-holder or master-weaver varies. The factory management directly employs and pays the master-weavers who are in charge of all work done at the looms and are free to select their own teams of workers. Thus, the master-weavers are piece-rate workers while the weavers and child-workers (i.e., learners) are time-rate workers. The employers are of opinion that it is difficult to do away with the system and that consequently no attempt was ever made by them to replace it. They say that, if all weavers are recruited and made responsible to the manager and thus put at work on different carpets, there will be no harmony and cohesion and one weaver may deliberately damage or harm another's carpet. Under the system in force, the master-weaver enforces discipline and prevents such incidents. How far there is any force in this argument can only be appreciated by a further elucidation of the point. In a large number of factories we found one master-weaver to each loom. In one factory at Srinagar, and at least one more at Amritsar, we discovered that one master-weaver sometimes held as many as three or four looms. He engaged his own staff, paid them at a daily rate and pocketed the entire profits to himself. Not only this, in the Srinagar factory referred to above, the master-weaver who held several looms, also acted as a supervisor, thus getting an extra allowance for himself. If a supervisor could thus supervise several looms on a small allowance in addition to his specific loom, could a responsible officer not enforce the necessary discipline and obtain the desirable results without in any way interesting himself directly as a loom holder ? I am definitely of opinion that the present system is pernicious and that it must soon be replaced by a system under which all weavers would have a direct contact with their employers. If the employers are in favour of the maintenance of the present

system, it is merely because they do not see beyond their noses and would not launch any new idea unless they are driven to action by law.

Sitting Posture.—The manner in which the weavers sit and weave seems to have been in existence for an incalculably long time. It was as early as 1927 that I took objection to the sitting posture during my survey of the condition of factory labourers in the Punjab.* It is regretful to note that no attention has yet been paid by employers in this direction. They are not prepared to take any initiative in respect of the amelioration of the condition of their employees, unless they are statutorily compelled to do so. Briefly, the weaver weaves in three different positions :—

(a) he may squat on the bench with his legs folded cross-wise ;

(b) he may sit on his feet on the bench, or

(c) he may kneel on the bench as he works.

This shows that he keeps on changing his sitting posture as all the three positions referred to above tire him out. But, in each position, he bends forward as the finished portion of the carpet is rolled on the roller on his side. This leads to a bulging of the chest on both sides and is definitely injurious to health. I suggested in 1927 and I put it to the employers and the employees in Srinagar and Amritsar once again in August-September 1944 that the present sitting posture should be changed. My suggestion was of a two-fold character :—

(a) The weavers should be provided with an adjustable cane or cushioned bench and they should sit on it with their legs hanging down.

(b) The position of the carpet roller should be reversed and the finished portion rolled, not on the side of the weaver, but on the opposite side.

I am definitely of opinion that, once this change is made, there will be no necessity for workers to bend forward and to change their sitting posture constantly. The work will be easier and smoother and the output is bound to increase. While I make this suggestion I must *confess* that the employers and the employees at Srinagar were opposed to my proposal, which had, however, a mixed reception at Amritsar and Batala. While all weavers at Batala approved of it, those at Amritsar were divided on this question. One employer—Mr. Ghulam Mohammed Butt—welcomed it and said that he would introduce it on one loom in his factory—Amritsar Carpet Factory—and, if found successful, would extend it to all other looms.

SIMLA : A. MUKHTAR.

The 9th June 1945

* *Vide* Factory Labour in the Punjab by Dr. Ahmad Mukhtar (Huxley Press, 1929).

APPENDIX.

QUESTIONNAIRE.

PART I.

Name of concern.....

Location.....

Name of Proprietor.....
or Managing Agent.

District.....

Date of Establishment.....

Province.....

A. EMPLOYMENT.

1. State the average daily number of workers (other than the clerical staff) employed in August 1939 and in January 1944, or at date of enquiry as follows :—

(a) Total number of workers.....

(b) Number of piece-rate workers.....

(c) Number of time-rate or salaried workers.....

	Men.		Women.		Children.	
	Aug. 1939.	Jan. 1944.	Aug. 1939.	Jan. 1944	Aug. 1939.	Jan. 1944.
(i) Employed and paid directly.						
(ii) Employed and paid through contractors.						
(iii) Employed through contractors but paid directly.						

2. If you have any statistical information regarding the length of service of operatives in your concern, please give it in the following form :—

Those between 0 & 1 year of service,

Those between 1 & 5 years of service,

Those between 5 & 10 years of service, and

Those over 10 years of service.

3. Are your workers classified as permanent and temporary ? Give the percentage in each category and describe the privileges of each type of workers.

4. State the system of apprenticeship for ordinary and supervisory posts and terms, if any.

Is the apprenticeship period counted towards total service ?

5. Is there any system of graded or time-scale promotion ? If so, give details.

6. State the labour turnover in your concern for the years 1939 and 1943 or any recent years in the form below :—

Average daily number of workers employed during the month or year.	Total number of workers who left during the month or year.				
	Permanent.			Temporary.	
	Retirement.	Dismissal.	Voluntary.	Retirement.	Dismissal. Voluntary.

What are the reasons for the Labour turnover, if any ? Suggest measures for reducing it.

7. Supply figures of absenteeism in your concern for the years 1939 and 1943. What are the causes of absenteeism and how would you reduce it ?

8. Are there any Standing Orders governing the relationships of employers and employees ? Please supply a copy of the same, if possible.

9. (a) How do you recruit labour ? Explain the system of recruitment fully.

(b) Have you a Labour Officer to enquire into the grievances of workers ? If not, what other machinery have you set up for this purpose ?

B. Wages and Earnings.

10. What are the wage-rates for different types of workers ? What changes have occurred in basic wages, salaried and piece (exclusive of allowances, etc.) since August 1939 ?

Does contract labour receive the same rates of wages as labour directly employed in the same or similar occupations ?

11. Please describe in brief the principles determining the fixation of your wage rates for all classes of employees.

12. Please give details of dearness and other allowances, bonuses and gratuities paid to workers since the outbreak of the War and state which of these is temporary and which is permanent. Are any conditions attached to the payment of these allowances ?

13. Give details of the wages and earnings of workers who have worked the same number of days in the wage period from.....to.....in the form attached at the end of this Questionnaire.

14. How is overtime calculated and paid for ? Is overtime work compulsory ? Do you maintain any registers for recording overtime ? Are these available to the workers or their representatives for inspection ?

15. What deductions are made from wages ?

16. Is there a Fine Fund ? What is the amount outstanding in it and how is it utilised ? Who is in charge of its disposal ?

17. What are the periods of wage payment for different kinds of workers? How long after the end of the wage-period are wages paid ?

18. Are there any regular closed days in the month in your concern ? What holidays (other than for festivals, etc.) are given to workers ?

C. Working Conditions.

19. How many shifts are worked in your concern ? What is the number of hours of work in each shift and the times of commencement and ending ? What is the total spread-over i.e., the relation between hours worked and hours during which worker is on call ?

20. If any multiple or overlapping shifts are worked, describe their arrangement.

21. State the condition of ventilation, lighting (natural and artificial), congestion (i.e., floor area per worker), flooring, protection against heat, etc.

22. Are shelters provided for employees during rest intervals ? Give their dimensions, structural details, seating arrangements, etc.

D. Welfare Activities.

23. Give an account of sanitary arrangements, water supply, latrines, urinals, washing and bathing facilities etc., and their distances from the concern. Is cool water supplied in summer ?

24. Is there any dispensary or hospital for workers and their families ? If so, state the number of cases treated every day, prevalent diseases, qualifications of doctors in charge, their emoluments, etc. What is the system of medicine ? Can any of the diseases workers suffer from be called occupational in character ? Is there any periodical medical examination of workers ?

25. Is any canteen provided or arrangements made for tea, cold drinks, light refreshments, etc ? Who runs them and how are profits, if any, utilised ? Describe conditions of contract, if any, and compare sale prices of articles supplied with market prices.

26. Do you maintain a *creche* for the benefit of your women workers ?

27. What are the facilities available for the education of adult workers and their children ?

28. Is there a grain shop for workers ? What are the commodities supplied and how do their prices compare with market prices ?

E. Housing Accommodation.

29. Give details of housing provided by the employer with reference to :—

(a) Proportion of workers housed,

(b) Rentals,

(c) Types of houses,

(d) Congestion,

(e) Sub-letting, and

(f) Sanitation and water supply.

30. If workers live in their own houses or in houses provided by private landlords or public bodies, state their condition carefully.

F. Trade Unions and Strikes.

31. Have workers formed any trade union ? State membership, monthly subscriptions, etc. Has there been any agreement regarding wages, hours of work, employment, dismissal, etc. Please supply a copy of agreement, if any.

32. Is there any works committee ? Give its constitution and an account of its activities.

33. Give details of strikes in your concern during the last fifteen years. What were the causes of such strikes and how were they settled ? How far were the demands of the strikers satisfied ?

G. Safety Acts, etc.

34. Does the concern come under the Factories Act ? If so, are the provisions of the Factories Act complied with ? Give dates of visits of Factory Inspectors during the past ten years and extracts from the remarks in the Factory Inspection Book.

35. Are the provisions of the following Acts observed in your concern :—

(1) Electricity Act,

(2) Payment of Wages Act,

(3) Workmen's Compensation Act, and

(4) Maternity Benefit Act.

What action have you taken to acquaint your staff with the provisions of these Acts ?

36. Give the number and nature of cases of occupational diseases reported in the last 10 years. Is there any provision of medical facilities for the treatment of occupational diseases ?

37. State the number of accidents which occurred in 1943. Was any compensation paid ? If so, how much and in how many cases ?

H. Indebtedness.

38. Are the workers indebted ? Give an idea of the extent of their indebtedness and the causes responsible for the same.

39. What is the usual rate of interest charged from the workers ? What remedial measures have been enforced by the Government to reduce this indebtedness ? How far have they been successful ?

I. General.

40. Please supply a copy of the Provident Fund rules, if any, *especially* in reference to :—

(a) Membership,

(b) Contributions,

(c) Rate of interest,

(d) Investment, and

(e) Conditions of claims on employer's contributions.

41. Give details of pension schemes and gratuities, if any. Please supply a copy of the rules.

WAGE FORM FOR *AD HOC* SURVEYS.

Industry .....Name of Establishment .....Location .....

Information relating to the period from.....to .....

Number of days worked by the concern during the above period .....

*Number of days to which wage figures below refer .....

*NOTE :—(*i*) Figures of earnings should pertain to workers who have worked the same number of days in the period selected. The period selected should *preferably* be a complete calendar month and Supervisors should make every effort to obtain information from different establishments for the same months.

(*ii*) 'Average' here means the arithmetical average of the wages, gross earnings and net earnings, repectively, of the largest number of employees in an occupation selected as having worked for the same number of days.

Name of Occupation.	Number of workers employed in this occupation.	Piece or Time.	Basic Wage earned. (Excluding overtime)			Gross Earnings including basic wages, overtime, allowances, bonuses, etc.			Net earnings (Gross earnings minus deduction)			Remarks.
			Maximum.	Minimum.	Average.	Maximum.	Minimum.	Average.	Maximum.	Minimum.	Average.	
	Men	(*a*) Piece.										
		(*b*) Time.										
	Women	(*a*) Piece.										
		(*b*) Time.										
	Children	(*a*) Piece.										
		(*b*) Time.										

PART II.

Carpet Factories.

Note :—Question No. 1 in Part I of this questionnaire need not be answered in respect of carpet factories. In its place questions 2 and 3 in this part may be answered.

1. How has the War affected the factory in respect of :—
   (a) regularity of employment of labour,
   (b) supply of labour,
   (c) availability of wool and dyes.

2. State the average daily number of workers (other than the clerical staff) employed in August 1939 and in January 1944 or date of enquiry as follows :—
   (a) Number of workers above 17 years of age.
   (b) Number of workers between 15 and 17 years.
   (c) Number of workers between 12 and 15 years.
   (d) Number of workers under 12 years.
   (e) Total number of piece-rate workers.
   (f) Total number of time-rate workers.

   Note :—Figures for males and females should be given separately in each case.

3. Please state the number of workers employed in the same period in the following form :—
   (a) Number of workers (of all ages) employed and paid directly by the factory.
   (b) Number of workers (of all ages) employed and paid by master-weavers.
   (c) Number of workers (of all ages) employed by master-weavers but paid by the factory.
   (d) Number of workers (of all ages) employed by the factory but paid by the master-weavers.

4. Are there any particular difficulties in the way of direct employment and payment of weavers by the management ? Have any attempts been made in this direction ? If so, with what results ?

5. What are the particular advantages of the system of recruitment and payment of weavers by master-weavers ?

6. What is the basis of payment to (a) master-weavers (b) weavers employed by master-weavers & (c) weavers employed directly ? What changes have taken place in these rates since August 1939.

7. What deductions are made from wages ? In particular, mention the extent to which deductions are made on account of fines and spoiled material.

8. Are there any workers whose wages are not paid to them by the employers or weaving masters, but to their parents or guardians or any middlemen ? If so, what are the reasons for this ? Is this system open to any abuse ?

9. Is any work done at night ? If so, describe the lighting arrangements and hours of night work.

10. Describe the posture in which weaving is done. Do you consider it comfortable or injurious to health ? Is any improvement possible ?

11. Is there any evidence that corporal punishment is meted out sometimes to workers by master-weavers or employers ?

12. State in detail the operation of any law, local, provincial or central, that applies to the factory.

13. Is there any evidence to show that some weavers are contracted out by master-weavers against loan of money paid to them or their guardians ?

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LABOUR INVESTIGATION COMMITTEE

GOVERNMENT OF INDIA

REPORT

ON

AN ENQUIRY INTO CONDITIONS OF LABOUR IN THE CEMENT INDUSTRY IN INDIA

Cx-/2-1

BY

S. R. DESHPANDE

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PREFACE.

The Tripartite Labour Conference at its meeting in September 1943 recommended the setting up of a machinery to investigate questions of wages and earnings, employment and housing, and social conditions generally, with a view to provide adequate materials on which to plan a policy of social security for labour. In pursuance of that resolution, the Labour Investigation Committee was appointed by the Government of India by Resolution No. L-4012, dated the 12th February 1944 to carry out the investigations. The Committee was instructed to extend its investigations generally to all industrial and semi-industrial labour covered by the Royal Commission on Labour in their Report, with the addition of certain other categories. The Committee was asked by the Government of India to decide in each case the most suitable manner of conducting the enquiry. The Government, however, considered that the method of enquiry should not merely consist of sending out questionnaires to Government agencies and Employers' and Workers' Associations, but should also comprise specific enquiries in individual concerns based on representative sampling.

2. In India, in spite of the quite comprehensive enquiries made by the Royal Commission on Labour and a few Committees appointed by the Provincial Governments, there have remained large lacunae in regard to information on labour conditions in several industries. In particular, broadly speaking, the method of direct enquiry on the spot has not been adopted on a sufficiently wide scale so as to cover the entire industrial structure. Moreover, certain industries, like cotton textiles and coal mining, have received greater attention than others, and even as regards these industries, comprehensive information on an all-India basis has not been available. With a view to making up this deficiency as well as to bringing the available information up to date, the Committee decided that *ad hoc* surveys should be carried out in various industries so as to secure a complete picture of labour conditions prevailing in each. The following industries were selected for the purpose :—

A. *Mining.* (1) Coal. (2) Manganese. (3) Gold. (4) Mica. (5) Iron Ore. (6) Salt.

B. *Plantations.* (7) Tea. (8) Coffee. (9) Rubber.

C. *Factory industry.* (10) Cotton. (11) Jute. (12) Silk. (13) Woollen. (14) Mineral Oil. (15) Dockyard. (16) Engineering. (17) Cement. (18) Matches. (19) Paper. (20) Carpet Weaving. (21) Coir matting. (22) Tanneries and Leather Goods Manufacture. (23) Potteries. (24) Printing Presses. (25) Glass (26) Chemical and Pharmaceutical works. (27) Shellac. (28) Bidi-making, Cigar and Cigarette. (29) Mica Splitting. (30) Sugar. (31) Cotton Ginning and Baling. (32) Rice Mills.

D. *Transport.* (33) Transport Services (Tramways and Buses). (34) Non-gazetted Railway Staff.

E. *Other types of labour.* (35) Port Labour. (36) Municipal Labour. (37) Central P.W.D. (38) Rickshaw Pullers.

3. The main conception on which the *ad hoc* surveys have been based is that information should be collected on the spot by direct enquiry conducted with the help of the Committee's own staff and that this information should, as far as possible, conform to the sampling methods widely adopted in such work. Owing to great variations in the character of the different industries, however, there could not be a complete uniformity in regard to the methods which had to be adopted to suit the peculiarities of particular industries and centres. For instance while there are only a few centres and units in certain industries such as potteries, mineral oil, gold, etc., in other industries, such as

textiles, engineering, transport services, plantations, tanneries, bidi-making, etc., a very large number of centres and units in different provinces (and even States) had to be covered. Moreover, some of the industries are modern industries of the large-scale type, wherein factory legislation applies more or less entirely, while others are indigenous handicrafts or small-scale industries, where factory legislation is either inapplicable or partially applicable. Thus, information has not been uniformly available in advance as regards the size, location and ownership of industrial units, such as is necessary before decisions for sampling are taken. Consequently, the technique of representative sampling had to be modified and supplemented so as to obtain whatever information of a reliable character was available. As far as possible, however, in all industries important centres were covered. In each of these centres units were chosen on a sample basis, but it was possible in a few centres to cover all units. The final lists of centres of survey and individual establishments were made out in the light of the impressions gathered during the course of the preliminary tour and in consultation with local authorities. The guiding principle in the selection of centres of survey was to make the survey regionally representative so as to discover differences in the conditions of labour in the same industry in different parts of the country. The selection of individual concerns was generally based on considerations, in order of importance, of (a) size, (b) ownership (private or limited) and (c) whether subject to statutory regulation or not. In this connection, it may be stated that the Committee were greatly handicapped in sampling the units owing to the lack of complete information regarding location and number of units in the selected industries. Unfortunately there are no all-India employers' organisations in some of the organised industries, nor are the statistics maintained by the Central and Provincial Governments at all complete. Moreover, in certain unorganised industries, such as shellac, carpet-weaving, bidi-making, etc., owing to their very nature, no such information could have been readily available in advance. In certain cases, therefore, owing to these difficulties as well as transport difficulties and other exigencies, the sampling could not be fully adhered to. Nevertheless, the Committee have been anxious to gather in the maximum possible information in the limited time at their disposal and with a view to this, they have cast their net as wide as possible. The main instruments of the *ad hoc* survey were the Questionnaires. These were of two kinds :—(a) the main *ad hoc* survey questionnaire on points likely to be common to all the industries surveyed, and (b) supplementary and special questionnaires in respect of certain industries, such as plantations, mines, railways, rickshaw pullers, port labour, municipal labour, glass, shellac, mica, etc. The main questionnaire was accompanied by a tabular form for entering wage data and this was used wherever possible. In the case of certain surveys, however, such as salt, paper, cotton, woollen and jute textiles, dockyards, silk, cement and gold mining, it was possible to conduct a wage survey on a sample basis. The chief method of collection of data was by personal investigation of industrial establishments, examination of their records and contact with labour in factories and homes. The information thus collected was supplemented and checked with replies to the Questionnaires received.

4. For the purpose of conducting enquiries, a sufficiently large field staff, consisting of 16 Supervisors and 45 Investigators, was appointed. Before the commencement of field work, all the Supervisors (with the exception of those working in Bengal) were called to the Committee's headquarters at Simla and given detailed instructions on the technique and some of the enquiries to be conducted by them, the manner in which they were to submit their data, and the centres and units which they were to investigate. In addition, both Supervisors and Investigators were provided with written instructions regarding the

use of questionnaires, sampling of concerns (where this could not be done in advance), filling of the wage forms, etc. In particular, they were asked not only to collect information on the spot but also to draw upon every other possible source of information. In doing so, they were required to distribute copies of the questionnaires in the centres assigned to them not only amongst the sampled units but also amongst employers' and workers' associations in the industry and such other associations and individuals as were likely to be interested in the subject. They were also asked to get into touch with officials of Central and Provincial Governments connected with labour and obtain such facilities as might be necessary in doing their work.

5. As far as the field work in Bengal was concerned it was done by the staff of the Committee under the guidance and supervision of the Labour Commissioner, Bengal, and his subordinate officers. Members, however, paid visits to selected centres and units in Bengal to obtain first-hand knowledge of local labour conditions.

6. The Committee's survey covered all Provinces with the exception of the North-West Frontier Province where none of the Industries selected for survey was sufficiently important. It extended to many of the Indian States also, such as Kashmir, Patiala, Gwalior, Baroda, Mysore, Sandur, Travancore, Cochin, Bundi, Indore and some of the States of the Eastern States Agency. No survey was undertaken in the Hyderabad State as that State preferred to appoint its own Labour Investigation Committee, with terms of reference identical to those of this Committee, for enquiry into local labour conditions.

7. In dealing with the *ad hoc* survey work, several courses were open to the Committee :—(i) the Committee, as a whole, to study each industry, (ii) the surveys to be distributed region-wise and each Member put into charge of a region, and (iii) each Member to be entrusted with a few surveys throughout India. With a view to speedy and efficient work, the third course was actually adopted. This departure from the usual procedure of the Committee as a whole dealing with the work was necessary in view of the immensity of the task and the necessity of maintaining an all-India perspective. Moreover, it was felt that this procedure would enable Members to make a specialised study of labour conditions in individual industries in different parts of the country. It was also felt that the peculiar problems of industrial labour had more an industry-wise than a region-wise dispersion and that the procedure would be helpful to future legislation which has to take into consideration the diversified conditions of each industry. It will be seen, however, that in the Reports the factual material has been presented both on an all-India and on a regional basis.

8. Thanks and acknowledgments are due to Provincial Governments, State Authorities, Labour Commissioners (and particularly the Labour Commissioner, Bengal), Directors of Industries, Chief Inspectors of Factories, Port authorities, local bodies, employers' and workers' associations, managements of the units surveyed and all others who rendered help in the collection of the data presented in these Reports.

D. V. REGE, *Chairman.*

S. R. DESHPANDE,
AHMAD MUKHTAR,
B. P. ADARKAR, } *Members.*

TEJA SINGH SAHNI,
Secretary.

ACKNOWLEDGMENTS.

Very few of the Cement factories sent replies to the Committee's questionnaire. I am, however, grateful to the managements of these companies for the assistance they gave to the Commitee's staff in collecting the information on the spot on which the present Report is based. My thanks are due to the Supervisory and Investigating staff of the Committee for the collection of the data incorporated in this Report. Although I personally visited a number of cement factories in the country, it would have been difficult for me to describe the processes in these factories but for the courtesy of some of the factories belonging both to the Associated Cement Companies, Ltd., and the Dalmia Cement, Ltd., in furnishing me with descriptive notes on the subject. My Office Superintendent, Mr. K. D. Chatterjee, was good enough to collect for me some of the background material required for this Report and I have received very considerable assistance from one of the Supervisors of the Committee, Mr. S. R. Sundaram, in the final preparation of the manuscript of this Report.

PART I.

CHAPTER I.—INTRODUCTION.

Historical and Economic background.—According to Dr. Cyril Fox, lately Director-General of Geological Survey with the Government of India, "the term cement is applied by Civil Engineers to the specially prepared material which is used as a binder for stones and brick masonry or as a matrix in the production of concrete".[1] There are two kinds of cement (a) the one prepared in accordance with strictly defined specifications and sold under certification from recognised institutions, and (b) the so-called natural cements.

The cement industry possesses great natural advantages in this country in respect of raw materials since lime-stone of excellent quality is available in abundance in many parts of the country in close proximity to railway lines. In view of this, therefore, many of the factories are located in the vicinity of quarries the distance between these two not exceeding 20 or 30 miles in any case. The factories are not, however, well situated in regard to sources of supply of power and fuel as also in regard to markets which in most cases happen to be ports.[2]

The industry, as a factory industry, is of comparatively recent origin. The first factory was probably established in 1904 in Madras, although no real progress was made by the industry until the outbreak of the first World War in 1914. Thereafter, from 1914 to 1918 several big factories came into existence. During the latter part of the last War the cement companies were under official control and their output was largely purchased by Government. The industry made very rapid progress during the last post-war boom and by 1924, the production of Portland Cement in India had increased to about 250,000 tons a year, which was about twice the quantity imported from abroad. The extent of the progress made would be realised from the fact that in 1914, India was producing only 945 tons of cement.

Owing to fierce internal and external competition, the industry, however, soon found itself in difficulties and was the subject matter of an enquiry by the Tariff Board, which reported in the year 1925. The Board favoured a system of bounties for the industry rather than protective duties but their proposals were found unacceptable to the Government of India. In 1926, Government imposed a specific duty of Rs. 9|- per ton on imported cement in place of the *ad-valorem* tariff of 15 per cent. Soon after three of the Indian Cement Companies went into liquidation. The surviving units, therefore, started thinking of a well-knit organisation for themselves and an Association known as the Indian Cement Manufacturers' Association was started. In 1930, there was further consolidation and the Cement Marketing Company was established to take over the control of the sales and distribution of almost all the manufacturing companies in the country. In order, however, to achieve a complete fusion of the manufacture and sales of cement, in the year 1935, the ten principal companies in India established the Associated Cement Companies, Ltd., and became responsible for an annual production of about a million and a quarter tons of cement. The authorised capital of the Company was eight crores of rupees.[3] In 1937-38, this Company had to face

[1] Capital dated 30-11-1944.

[2] Location of Industry in India—pages 64-65.

[3] Speech by Sir H. P. Mody, Chairman, Associated Cement Companies, Ltd., Bombay, at the Extraordinary General Body Meeting, published in the *Times of India*, dated May 28, 1945.

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competition from the Dalmia Cement Company but it is understood that recently almost all internal competition has been eliminated as a result of an agreement between these groups.[1] According to Prof. Thomas, before the War, the production of cement was controlled by five companies, namely, (1) The Associated Cement Co. Ltd. (Bombay), (2) Dalmia Cement Co. Ltd. (Dalmianagar), (3) the Assam-Bengal Cement Co., Ltd. (Calcutta), (4) the Sone-Valley Portland Cement Co., Ltd. (Calcutta), and (5) the Andhra Cement Co., Ltd. (Bezwada).[2]

Since the outbreak of the War, so far as production is concerned, the industry has recorded very great progress, the production having gone up from 15 lakhs of tons in 1939 to a little over 20 lakhs of tons in 1943. The present production, it is understood, is about 25 lakhs of tons per year.[3] This increase has been secured by the expansion of plant and equipment. Owing to the difficulties of getting machinery from abroad some units are now manufacturing their machinery which, it is reported, is working quite efficiently. According to the enquiries made by Dr. Thomas, " most of the new plant required could be fabricated in India in the Workshops of cement factories and only articles like power plants, boilers, reduction gears, electric motors, switch gears etc. will have to be imported from U.S.A. or U.K."[4]

Location and extent.—Before the commencement of the present hostilities India was producing all the cement required for internal consumption. Soon after, the production was in excess of the home demand and an export trade was started in this commodity in the year 1940-41. The principal foreign markets were Iraq, Ceylon, Dutch East Indies,[5] etc.

Since August 1942, Government have instituted a control over the industry and had at first directed that 90 per cent. of the total output should be reserved for military use and only 10 per cent. made available for civilian purposes. The latter quota has now been increased to 20 per cent. At the moment the position is that India is virtually independent of foreign sources of supply of cement.[6]

The available statistical information regarding the number of cement factories and the number of persons employed in them is extremely unsatisfactory as the published statistics of factories do not relate to cement factories alone but include lime and potteries as well and further relate to British Provinces only. A special attempt was therefore made to collect the statistics of cement factories in Indian States. These figures, together with those published for British India (which relate to cement, lime and potteries), appear to show that in 1943, there were 57 such factories employing about 25,000 persons. While the global figure of employment may have some relation to the number actually employed in cement factories, the figure relating to the number of factories is obviously an over-time estimate so far as cement factories are concerned because it presumably includes lime factories and potteries as well.

The following table[7] regarding the location of the industry in 1921 and 1939 is reproduced below and may be regarded for what it is worth :—

---

[1] The Indian Fiscal Policy by Mr. B. P. Adarkar—pages 329-43.

[2] Reports on the development of Industries for war supplies by Dr. P. J. Thomas—page 61.

[3] *Ibid.*—page 63.

[5] Review of Trade of India, 1940-41, pp. 63-64.

[5] Review of Trade of India, 19-10-41, pp. 63-64.

[6] Reports on development of industries for War supplies by Dr. P. J. Thomas—page 62.

[7] The location of Industry in India—pages 65-66.

TABLE I.

Province or State and Districts.	1921		1939	
	Number of Factories.	Number of workers.	Number of Factories.	Number of workers.
BIHAR				
Sighbhum	1	400	..	..
Palamah	1	295	1	1,016
Shahbad	..	..	1	660
Ranchi ..	..	..	1	685
Total	2	695	3	2,361
ORISSA.				
Cuttack	1	94	..	..
C. P. & BERAR.				
Jubbulpore	1	635	3	§2.301
MADRAS.				
Madras ..	1	245	..	..
Coimbatore	..	..	1	283
Guntur ..	..	..	1	470
Kistna ..	..	..	1	165
Total	1	245	3	918
PUNJAB.				
Amritsar	1	600	..	..
Attock ..	..	..	1	749
Total	1	600	1	749
BENGAL.				
24-Parganas	..	..	1	238
SIND.				
Sukkur ..	..	..	1	284
Karachi..	..	..	1	240
Total	..	..	2	524
STATES.				
Rajputana/Bundi	2	2,821	1	1,408
MYSORE.				
Bangalore	..	..	1	25
HYDERABAD.				
Gulbarga	..	..	1	883
BARODA.				
Okhamandal	..	..	1	437
BOMBAY STATES.				
Porbandar	..	..	1	525
CENTRAL INDIA STATES.				
Gwalior	..	..	1	340
GRAND TOTAL (India)	8	5,090	19	10,758
British India	6	2,269	13	7,091
Indian States	2	2,821	6	3,667

As stated already, the industry is at present mostly controlled by two companies, viz., the Associated Cement Companies, Ltd., and Dalmia Cement Ltd. The former have fourteen factories employing 14,828 workers and the latter five employing 2,382 persons. A list showing the factories under the management of each of these companies together with their location will be found in Appendix I. The total number employed by these two companies is 17,210.

It will be seen, first of all, that out of the 19 factories belonging to these companies, seven are in Indian States and the rest in British Provinces. The largest unit in the industry, viz., the factory at Shahbad is in Hyderabad State.* Among the major Indian Provinces, these companies have no cement factories either in Bombay or in Bengal. There is no representative unit so far as size is concerned and the number employed varies from 124 in the factory in United in Central Provinces to about 3,000 in the factory at Shahbad.

Scope of the present enquiry.—For purposes of the present enquiry the number of factories surveyed was twelve employing approximately 13,500 persons. Of these seven belong to the Associated Cement Companies, Ltd., and three to the Dalmia Cement Ltd., while, of the remaining two factories, one belongs to the Andhra Cement Co., Ltd., and the other to a State Government.

CHAPTER II.—PROCESSES.

Cement is manufactured either by the ' dry ' or the ' wet ' process. In the ' dry ' process the various raw materials are pulverised in a dry state and blended and burnt as such, while in the ' wet ' process the raw materials are blended and ground in the presence of water.

The raw materials required for the manufacture of cement are limestone, clay, laterite and gypsum.

The following processes are involved in the manufacture of cement :—

1. Quarrying of calcarious and argilliaceous material,
2. Preparation of raw material (crushing and mixing of raw materials in proper proportion),
3. Calcination of the prepared mixture in a Rotary kiln, and
4. Grinding of clinker to cement in Tube Mill.

Limestone is quarried from the hills by blasting and the big boulders thus obtained are conveyed in wagons to the factory and unloaded on a steel conveyor which takes them to a crusher fitted with rotating hammers. The Hammer crusher breaks the boulders to small pieces. Similarly, laterite and gypsum are crushed.

Th crushed pieces of limestone, laterite and gypsum are conveyed to different hoppers which are arranged side by side. Two revolving discs are placed at the lower ends of these hoppers and the materials falling on these discs pass on to a Ball Mill by ' scrapper notch arrangement '. The raw materials get thoroughly mixed in proper proportions in this Mill and form a pasty liquid called the " slurry ". In the Dry process the mixture is obtained without the addition of water and is pumped with air pressure to the raw mill tubes.

The " slurry " is then pumped to the Rotary kiln which consists of a long cylinder rotating on its axis and inclined so as to facilitate the passage of the slurry to the lower end. Coal is blown through a nozzle at the lower end of the kiln and ignited, which produces intense heat. As the slurry gradually travels down due to the rotation of the kiln, the water evaporates, and the limestone decomposes to carbonic acid forming quicklime and when it reaches the flame, quicklime and clay combine chemically and form what is known as " clinker ", which consists of hard roundish masses about 1|2 an inch in diameter.

* No enquiries have been made in Hyderabad State.

Clinker is then ground to Portland cement in a Tube mill similar to that in which slurry is made. During the grinding a small quantity of gypsum or calcium sulphate is added in order to prevent its setting hard at once on the addition of water.

After grinding cement is stored in large silos from which it is packed into gunny bags by machines.*

As pointed out by the Tariff Board, although the process by which Portland Cement is manufactured is simple, a very complete equipment is required to secure cheap and efficient production. The machinery is both heavy and expensive. It is not, however, very elaborate and does not require a great deal of supervision. And as compared to other industries one is struck by the small number of operatives working in the departments of cement factories considering the size of such departments.

The labour employed in cement factories is mostly of unskilled character. Speaking generally, all the work in the quarries is done through contract labour although the quarries are either leased or owned by the companies themselves. Within the factories, except in the packing department all the labour is directly engaged.

The survey of labour conditions given in Part II of this report is based largely on the investigations made on the spot by the officers of the Committee supplemented by any personal investigations. Only a few of the factories surveyed sent detailed replies to the Committee's questionnaire.

In regard to the Cement factories in Baroda State and Japla in Bihar, no Survey was made, but information given in the Report is based on the replies furnished by the respective Companies.

PART II.

Regional Survey—(*i*) British India.

CHAPTER III.—CENTRAL PROVINCES—KYMORE.

The Kymore Cement Factory, belonging to the Associated Cement Companies Ltd., is perhaps the largest single unit of the cement industry in the country with the exception probably of the factory at Shahabad. It was started in the year 1919 and has today a production capacity of approximately 750 tons per day and employs about 3,500 workers. The company owns some quarries. In connection with the work in the quarries three contractors are employed by the company and the quarry labour is engaged by the contractors on a piece-rate basis. The company also employs a contractor for packing and loading the cement. The reason for employing contractors for work in connection with the quarries is that in Kymore there is considerable shortage of unskilled labour and the labour engaged comes mostly from the ranks of agriculturists. The company does not exercise much control over the conditions of work and wages of contract labour. About one-third of the labour employed by this factory is engaged through contractors.

Employment :—The total number of workers employed in this factory including quarry labour was 3,422 in March 1944, 2,225 men and 1,167 women. Of these, 1,198 consisting of 636 men and 562 women were employed through contractors. As compared to the pre-war period, while there has been an increase in the workers employed directly by the Company, there has been an appreciable fall in the number employed through contractors. One notable feature is that while in March 1939, contractors employed as many as 1,364 women, at present the figure is only 562. In the quarries, aboriginals such as Gonds, Kols, etc., are employed, while in the factory itself workers belonging to different

* The above description of processes in Cement factories is based on notes supplied on the subject by the A. C. C. I. and the Dalmia Cement Ltd., and details given in the Report of the Indian Tariff Board regarding the grant of Protection to the Cement Industry, 1925, p. 3.

religious persuasions can be seen. In this factory there are no well-defined categories of temporary and permanent workers but generally any worker who has put in a year's service is made permanent. Absenteeism is much greater among the quarry workers, particularly during the harvesting season, than among those employed in the factory. It is estimated that among the shift workers absenteeism is about 11 to 12 per cent., while among those on general duty it is about 19 to 20 per cent. Labour turn-over, however, is not very high and a considerable proportion of the workers have been in the factory for more than five to ten years. The factory labour is largely illiterate and undisciplined. It is reported that as compared to other factory workers in the Central Provinces they are better off.

Working Conditions.—The working conditions in this factory are good and the lighting arrangements, particularly for night shift workers are extremely satisfactory. There are no rest sheds for the employees although there are three such for quarry workers. The latter appear to be capable of improvement.

Hours of work and shifts.—In the quarries two shifts of 8 hours each are worked from 8 a.m. to 4 p.m. and 4 p.m. till 12 midnight with a rest interval of half an hour in each shift. There is also a system of change-over of shifts. In the factory itself there are three shifts besides the general shift. The shift hours are 11 p.m. to 7 a.m., 7 a.m. to 3 p.m. and 3 p.m. to 11 p.m. with a rest interval of half an hour. The system of change-over, according to the management is as follows :—

" A workman working in the first shift works for five days and then goes over to the third shift for 4 days. After this he changes over to the second shift and works for five days and has a rest of 32 hours before changing over to the first shift." The hours of work for the general shift are 7.30 a.m. to 6 p.m. with an interval of an hour and a half, the total spreadover being 10½ hours and the actual working hours 9.

For the quarry workers and those on general duty, Sunday which is a bazaar day is observed as a holiday. The other shift workers, as already pointed out, get a rest interval of 32 hours after every 14 days. As the factory is a continuous-process factory, the shift workers cannot get any other holiday but so far as those on general duty are concerned they are allowed holiday on certain recognised festivals such as *Dusserah, Diwali, Holi*, etc.

Monthly-rated workers are entitled to one month's leave and 15 days' sick leave with pay in a year. The others get 45 days' leave in the year but without pay.

Wages and Earnings.—In this factory there are three wage periods. Some worker, notably those on piece-work, are paid weekly, while the bulk of the other workers are paid fortnightly. Highly skilled workers are usually paid monthly. In regard to weekly-paid workers, including contractors' labour, the payment is made on the 10th day from the beginning of the wage period, while in the case of fortnightly workers the payment is made on the 22nd day. Although in this factory there are no scales of pay as such, it is understood that increments are liberally given according to the efficiency and ability of the workers. The result is that it is possible to find in the same occupation varying rates of wages. While there has been no general revision of the basic rates of wages, in individual cases the rates in certain occupations have been increased by 5 to 15 per cent. excluding quarry workers and highly skilled workers.

A wage census of the operatives in this concern was conducted for the month of March 1944. Contract Labour was excluded from the scope of the census. The following table summarises the results of the census for principal occupations only.

TABLE II.

Table showing daily basic wages and earnings of workers in selected occupations in the Cement factory of the Associated Cement Companies, Ltd., at Kymore, Central Provinces.

Occupation.	Shift.	Sex.	Piece or Time.	No. of hours of work per shift.	No. of workers.	No. of samples taken.	Average daily basic wages earned.	Average daily gross earnings in luding overtime, allowances and bonuses.	Average daily net earnings including overtime, allowances and bonuses.	Actual average net earnings in the wage period.	Average basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.	No. of working days in the wage period.
1	2	3	4	5	6	7	8	9	10	11	12	13	14
							Rs. A. P.	Rs. A. P.	Rs. A. P.				
Burners—													
1. Kiln Deptt. ..	General.	Males	T	..	1	1	2 12 0	3 2 10	3 2 10	As the wage periods are different these columns are left blank.			
2. Burner-Silo ..					3	3	4 5 8	4 12 8	4 12 8				
Turners	,,	,,	T	..	4	4	2 0 7	3 1 6	3 1 6				
Fitters	,,	,,	T	..	32	32	1 7 4	2 5 7	2 5 7				
Drivers	,,	,,	T	..	6	6	1 5 6	2 2 9	2 2 9				
Carpenters	,,	,,	T	..	15	15	1 4 9	2 1 2	2 1 2				
	,,	Children	T	..	2	2	0 7 8	0 13 8	0 13 8				
Coolies—General ..	,,	Males	T	..	814	814	0 7 4	0 13 8	0 13 8				
Silo—Coolies	,,	,,	P	..	227	195	0 15 3	1 0 11	1 0 11*				
Total ..					1,104	1,072							

* Piece-workers are not paid dearness allowance.

It will be seen that the highest-paid occupation is of Silo Burners who earn as much as Rs. 4-12-8 per day. The bulk of the workers consists of coolies who get an average daily wage As. -|7|4 and are in receipt of an average daily earning of As. -|13|8. For a full month of 26 working days their earning would, therefore, come to about Rs. 22 only.

The frequency* distribution of wages and earnings in this factory shows that nearly 70 per cent. of the workers are in the daily wage groups below As. 10 and 73 per cent. are in the earning group Re. 1 or less per day.

Contract labour doing unskilled work gets about As. 5 per day.

Dearness Allowance.—This factory has a rather complicated system of paying dearness allowance. In the case of monthly-rated workers they pay Rs. 9|12|- per month to those getting up to Rs. 65 per month, 15 per cent. of the wages earned to those getting between Rs. 66 and Rs. 100 per month, and 10 per cent. to those getting Rs. 101 to Rs. 350 per month. Wage-earners on a fortnightly basis get As. 6 per day provided the monthly wages do not exceed Rs. 60, while in the case of those whose wages exceed Rs. 60 the allowance is paid at the rate of 18¾ per cent. of the wages. In regard to quarry workers the dearness allowance is consolidated with the wages. Piece-workers are not given any dearness allowance as their basic rates have been revised.

Bonus.—This factory was paying a bonus even before the commencement of the present hostilities. It is paid to all temporary and permanent workers. The rate at which the bonus was paid for 1942-43 was one and a half months' salary to monthly-paid staff and 1|8th of the total basic wages earned to daily-rated workers. For 1943-44, bonus has been paid to daily-paid employees at one-sixth of the total basic wages earned during the financial year and to monthly-paid employees at two months' salary exclusive of allowances.

The factory does not impose any fines on the workers, nor were there any cases of dismissal during the year 1944. Any worker found to be unsatisfactory is given his notice pay and asked to quit.

Housing.—The Company has provided quarters for a very substantial number of its workers and in all, there are about 700 quarters meant for the workers. In addition, quarters have been built also for the skilled and supervisory types of employees. The workers' quarters are built in lines containing several tenements. Each tenement consists of a room 10 ft. × 10 ft. and a verandah 10 ft. × 7 ft. The accommodation provided differs according to the class of worker. They are all pucca structures with cement flooring. There are, however, no special arrangements for water, lighting or sanitation.

In addition to the quarters built for their employees the Company has constructed about 280 quarters for the coolies working in the quarries. These consist of single-room tenements 14 ft. × 12 ft. These quarters are not as good as those built for the other employees. Although the housing supplied by the Company for its employees may not be as good as the best in the country, it is certainly one of the very good housing colonies so far as the prevailing housing standards in the country are concerned. Moreover, it is understood that the company has an ambitious programme for building more up-to-date houses for the skilled and supervisory class of workers.

Welfare work.—The Company has appointed a full-time Labour and Welfare Officer. A very fine school has been constructed for the children of the employees which is attended by over 300 students. Instruction is impart-

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*Appendix IX (a) and (b).

ed free of charge. In deserving cases books, slates, etc., are given free. The Company maintains a cheap grain shop and also a cheap cloth shop where the rates charged are much below the market rates. On a rough estimate it is found that the company loses on the grain shop -|1|6 per head per day. A dispensary in charge of a well-qualified doctor assisted by compounders and a nurse is maintained by the company. A some-what striking feature of the welfare activities is the maintenance of a sports club with a good building and a swimming pool. The workers have to pay only four annas per month as subscription. At present, the company does not maintain a canteen, nor are there any separate buildings for creches. It is understood, however, that the company has a forward welfare policy and has under contemplation a considerable extension of their welfare activities.

This is one of the few factories in the country where every worker before he is engaged is subjected to a medical examination.

There is a scheme of Provident Fund in this factory but it applies only to monthly-paid workers getting more than Rs. 25 per month. Thus, the bulk of the operatives in the factory are excluded from the purview of the scheme. There is, however, a scheme for paying gratuity to all workers except the monthly-paid staff. Those who have put in three years' service are entitled to get gratuity at the rate of one month's wages for every year of service.

General observations.—The various Labour Acts appear to be strictly enforced in this factory. Apart from the labourers engaged in the quarries who are illiterate, backward, undisciplined and irregular, the bulk of the labour force in the factory itself appears to enjoy a much better standard of living than similar industrial workers in the province.

CHAPTER IV.—MADRAS.

It was not until 1933, that a regular development of the cement industry took place in Madras, although it would appear that the first cement factory to be started in India was in Madras as early as in the year 1904. Since 1933, four cement factories have been established in Madras Province, namely, (1) the Coimbatore Cement Works, Madukkarai, (2) Kistna Cement Works, Mangalagiri, (3) the Dalmia Cement, Ltd., Dalmiapuram, Trichinopoly, and (4) the Andhra Cement Co., Ltd., Bezwada. These factories have between them a production capacity of about 27,000 tons and employ on an average about 4,000 workers.

An *ad hoc* survey has been conducted in three of these establishments covering about 3,000 workers or 75 per cent. of the total. A wage census was, however, conducted in all the four units. In the following paragraphs the conditions of work and wages in the three factories have been separately dealt with.

A.—Madukkarai.

In the factory at Madukkarai, near Coimbatore, belonging to the Associated Cement Co., Ltd., nearly 2,000 workers are employed, one-third of whom work in the quarries attached to the factory. The workers in the quarry are recruited through labour contractors who in turn give the work on contract to the coolies. The management of the factory has no direct control over quarry labour, although they are not out of touch with the day-to-day grievances of these workers. The labour employed in the quarries, it is reported, is extremely backward and unstable in character.

So far as the factory labour is concerned, there is no special machinery for recruitment. The workers in the factory usually belong to the adjacent villages. There are no regular Standing Orders regulating the relations bet-

ween the employers and the employees, although it is stated that the Manager himself personally looks into the individual grievances of the workers.

Hours of work and shifts.—Being a continuous process factory there are three shifts of 8 hours each. For the general shift the hours of work are 7.30 a.m. to 12.30 p.m. and 1.30 p.m. to 5.30 p.m. with an interval of one hour. So far as general duty workers are concerned all Sundays and 8 festival days are observed as holidays. The working conditions inside the factory are on the whole satisfactory.

Wages and Earnings.—No information is available regarding the earnings of workers employed in the quarries. The management agreed that it would be cheaper to employ this labour departmentally but that in the present circumstances it was not possible owing to the scarcity of labour. The management also agreed that it would be in the interest of the workers if a clause was inserted in the contract for the payment of a fair wage.

So far as unskilled labour is concerned, the policy of the company is to pay a rate of one anna in excess of the rate prevailing in the vicinity for agricultural labour. It was stated that before the War the local rate was annas six for a male cooly and annas three for a female cooly. At present the basic rate for a new recruit in the factory is annas seven for a man and annas four for a woman. Semi-skilled workers are paid annas eight to annas twelve and skilled workers like fitters, annas twelve to Rs. 2 per day.

A wage census of all the workers in this factory was conducted for the month of January 1944 and the following table contains information regarding wages and earnings in the principal selected occupations.

TABLE III.

Table showing average wages and earnings in principal occupations in the Cement Factory of A. C. Cs., Ltd., at Companies Ltd., at Madukkarai, Coimbatore District.

Occupation.	Shift.	Sex.	Piece or Time.	No. of hours of work per shift.	No. of workers.	No. of samples taken.	Average daily basic wages earned.	Average daily gross earnings including overtime, allowances and bonuses.	Average daily net earnings including overtime, allowances and bonuses.	Actual average net earnings in the wage period.	Average basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.	No. of working days in the wage period.
1	2	3	4	5	6	7	8	9	10	11	12	13	14
							Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
Burners	..	Males	T	8	3	3	1 10 8	1 15 0	1 15 0	60 1 0	51 10 8	60 1 0	31 days.
Millers	..	,,	T	8	3	3	1 6 9	1 10 8	1 10 8	51 10 8	42 14 8	51 10 8	,,
Drivers	..	,,	T	8	4	4	1 4 0	1 8 8	1 8 8	40 1 7	19 6 0	27 7 6*	,,
Fitters	..	,,	T	9	31	18	1 3 2	1 5 7	1 5 7	33 13 0	27 2 0	35 10 6	,,
Turners	..	,,	T	8	22	22	1 1 10	1 6 2	1 6 2	41 2 0	34 8 0	44 8 8	,,
Carpenters	..	,,	T	9	36	22	1 0 5	1 8 8	1 8 8	33 7 6	No full timers.		,,
Coolies	Combined Shifts.	,,	T	8 & 9	108	56	0 7 8	0 11 7	0 11 7	21 8 4	14 14 7	23 10 9	,,
Coolies	..	Females	T	8 & 9	118	42	0 4 0	0 8 6	0 8 6	13 0 2	7 12 0	16 4 6	,,
Coolies	General	Males	T	9	141	62	0 7 2	0 11 5	0 11 5	17 14 9	12 4 4	20 5 7	,,
Total.				..	468	272							

* Only one full-timer whose daily net earning is about 14 annas.

The highest-paid occupation is of Burners who get on an average a daily wage of Rs. 1-10-8. The average wages of other semi-skilled and skilled workers vary from Rs. 1-0-5 to Rs. 1-6-9. The basic wages of coolies are about 7 annas for men and 4 annas for women.

An analysis of the frequency distribution* of wages and earnings in this factory shows that 68.8 per cent. of the workers receive a basic wage of less than annas ten per day, the percentage of those receiving a basic wage of annas 8 or less being 58.7 per cent. It is seen that 51.5 per cent. of the workers earn between annas eight but less than 12 annas per day, the percentage of those earning upto a rupee per day being 71.0. In this connection it should be remembered that this factory employs about 150 women whose basic wage is annas four per day only.

There is no regular time-scale of increment but promotions are given in deserving cases according to the efficiency of the person concerned.

The dearness allowance paid in this factory is linked up with the Coimbatore cost of living index number. At present the rate is annas, eight per month for a rise of every five points over the pre-war index of 100 points. The Coimbatore index for the month of March 1945 was 221.6. Thus, the dearness allowance would work out to about Rs. 12 p.m.

Annual bonus is paid to every regular employee of the Company. A bonus equivalent to one-sixth of the annual wages (excluding dearness allowance and over-time allowance) was paid for the year 1944.

A noticeable feature in this factory is that no fines are imposed.

Housing.—Most of the employees of this factory come from surrounding villages and the factory has, therefore, built about 150 houses only for them. The conditions prevailing in these houses are not very satisfactory. It is, however, understood that this factory has a large and ambitious programme for housing its operatives after the war.

Welfare work.—This factory is doing a lot by way of welfare work. It has a dispensary in charge of a full-time doctor where free medical aid is given to the workers and their families. It runs a school for the benefit of the children of the employees. It has a food canteen run on a co-operative basis and there is also a special canteen attached to the Works' Club. There is a special building for a club of the workers where there is a Reading Room and a Library. The company also runs a grain store where food grains and other commodities are available at cost price.

Provident Fund.—The membership of the fund is compulsory for monthly-paid officers and permanent workers in receipt of a monthly salary of Rs. 25 or more, being optional in the case of those getting less than Rs. 25 p.m. As the bulk of the workers receive less than this amount by way of wages they remain out of the purview of this fund.

The contribution of every member has been fixed at one-twelfth of his salary, the company contributing an equal amount. Full contribution of the company is payable on the worker's completing 15 years' satisfactory service; but if the length of service is less than 15 years, only a certain percentage of the company's contribution varying from 50 per cent. to 90 per cent. is paid. Workers are not entitled to Company's contribution if their service is less than 10 years.

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* *Vide* Appendix IX (a) and (b).

Service Gratuity.—The Company has instituted a Scheme of Service Gratuity for the benefit of those workers who are outside the purview of the provident fund scheme. The scale of gratuity varies with the length of service. The qualifying period is 3 years.

The scale is as follows :—

Period of service.	Gratuity.
1. From one year till retirement or death while in service.	One month's pay for every completed year of service.
2. Resignation on proper grounds with sufficient notice or discharge on account of reduction of staff or continued illness entailing resignation—	
(*a*) 3 years and under 5 years	Three months' pay.
(*b*) 5 years but under 10 years	Six months' pay.
(*c*) 10 years but under 15 years	One month's pay for every year of completed service.
(*d*) 15 years and over	
3. Dismissal for causes other than misconduct—	
5 years but under 10 years	Three months' pay.
10 years and over	Six months' pay.

Gratuity is not payable to workers who are dismissed on account of misconduct.

A copy of the Gratuity Rules will be found in Appendix II.

B.—Guntur (Mangalagiri).

The total number of persons employed by the Kistna Cement Works belonging to the Associated Cement Company, Ltd., at Mangalagiri, Guntur, was, at the time of the enquiry 603, of whom, with the exception of 7 women the rest were men. About 500 to 800 persons are employed for quarrying through contractors. Their work is, however, supervised by the works staff and their wages also are fixed by the Works Manager. The contractors' employees are not paid any dearness allowance, but it is reported that their wage rates have been increased to compensate them for the increase in the cost of living.

Recruitment is made directly by the departmental officers with the approval of the manager.

Working conditions, hours of work and Shifts.—The general shift works for 9 hours with a spread-over of 10 hours, the working hours being 7 a.m. to 12 noon, and 1 p.m. to 5 p.m. Three shifts of 8 hours are worked in continuous-processes, from 6 a.m. to 2 p.m., 2 p.m. to 10 p.m. and 10 p.m. to 6 a.m.

Sunday is an off day for workers in the general shift, while the workers on continuous-processes get 32 hours off once in every 10 or 11 days.

There is no dining or rest shed for the workers. Water supply is not adequate.

Wages and Earnings.—The wage rates have been standardized and minimum and maximum wage rates for each occupation have been fixed, details of which will be found in Appendix III. From the statement regarding wages furnished by the management, it is seen that among the company workers, hammer crusher fitters earn the highest average wages, *viz.*, Rs. 2-2-0 per day.

Coolies in the packing department earn the lowest, *viz.*, 0-5-3 per day. The average daily earnings in the important occupations were as follows in the month of December 1944 :—

	Rs.	A.	P.
1. Hammer crusher and waste mill fitters	2	2	0
2. Millers	0	15	0
3. Greasers	0	6 to	6
	0	7	6
4. Assistant burners	1	2	0
5. Mills Crane drivers	1	7	0
6. Branders (packing)	0	6	9
7. Coolies { Males (packing)	0	6	6
7. Coolies { Females (packing)	0	5	3
Mechanical Engineering—			
8. Blacksmiths	1	7	6
9. Carpenters	1	12	0
10. Fitters	1	11	9
11. Turners	2	1	9
12. Tinkers	1	1	0
13. Coolies	0	6	0
Quarry—			
14. Coolies	0	6	6

A wage census was conducted in this factory for the second fortnight of January 1944. The following table summarizes the results of the census in the principal occupations :—

TABLE IV.

Table showing average wages and earnings in principal occupations in the Cement Factory of A. C. Cs., Ltd., at Mangalagiri, Guntur Distt. (Madras).

Occupation.	Shift.	Sex.	Piece or Time.	No. of hours of work per shift.	No. of workers.	No. of samples taken.	Average daily basic wages earned.	Average daily gross earnings including overtime, allowances and bonuses.	Average daily net earnings including overtime, allowances and bonuses.	Actual average net earnings in the wage period.	Average basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.	No. of working days in the wage period.
1	2	3	4	5	6	7	8	9	10	11	12	13	14
							Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
Turners	General	Males	T	8	4	4	1 12 9	2 0 9	2 0 9	26 9 6	25 0 0	29 0 0	16 days.
Fitters	,,	,,	T	8	11	10	1 11 3	2 0 5	2 0 5	22 4 4	..	..	,,
Carpenters	,,	,,	T	8	5	5	1 5 9	1 10 0	1 10 0	20 8 0	..	..	,,
Drivers (crane)	1st	,,	T	8	5	5	1 4 6	1 8 7	1 8 7	22 11 10	22 0 0	26 0 0	,,
Millers	I, II, III	,,	T	8	3	3	0 15 11	1 3 11	1 3 11	19 8 8	15 0 0	19 0 0	,,
Coolies	General	,,	T	9	112	55	0 6 1	0 10 4	0 10 4	8 10 4	7 7 0	9 3 6	,,
Coolies		Female	T	9	7	7	0 4 9	0 9 0	0 9 0	6 10 9	No full-timers.		
Total ..					147	89							

It will be seen that Turners are paid the highest wages, their daily basic wage being Rs. 1-12-9 and net earnings Rs. 2-0-9 ; next in order come Fitters, Carpenters, Drivers and Millers, their daily basic wages being Rs. 1-11-3, Rs. 1-5-9, Rs. 1-4-6 and Rs. 0-15-11 and net earnings Rs. 2-0-5, Rs. 1-10-0, Rs. 1-8-7 and Rs. 1-3-11 respectively. The daily basic wage of coolies is Rs. 0-6-1 and their net earning is Rs. 0-10-4, while the corresponding figures for female coolies are Rs. 0-4-9 and Rs. 0-9-0.

The wage period is a fortnight.

A prosperity bonus equivalent to two months' wages was paid for 1944.

There is no system of imposing fines in this factory.

Housing.—Sixty-four houses have been built providing accommodation to about 7 per cent. of the workers. The company encourages the workers to build their own huts by supplying them with building materials. There are 12 such huts. The houses are provided with electric lights and water taps.

Welfare work.—There is a well-equipped dispensary in charge of a full-time doctor with a compounder, dressing boys and a nurse. Medical aid is given free to workers and their families. The company has maintained a cost-price grain store. A Welfare Benefit Fund has been instituted from which financial aid during sickness is given and advances are given free of interest.

A recreation club with a radio and Reading Room and Library facilities has also been organised. The membership is open both to members of the staff and the workers. Membership fee varies according to earnings.

C.—Bezwada.

At Bezwada, in Kistna district of Madras Province, there is a cement factory belonging to the Andhra Cement Co., Ltd. This factory, it is reported, started working in 1940.

Employment.—The total number of workers employed and paid directly at the time of the survey was 231, of whom 180 were men and 51 women the number of those employed through contractors and paid by them being 85 (45 males and 40 females). Among the company workers, 63 per cent. are permanent and the others temporary. Contractor's labourers are employed for unskilled work such as, quarrying of raw materials, loading and unloading, packing of cement, etc. The company has no control over the conditions of work and wages of contract labour.

Labour employed in the factory is mostly local and recruited directly by the management. Workers are taken on work only after they sign an Agreement embodying the terms and conditions of employment. A copy of the Agreement will be found at Appendix IV.

Absenteeism in this factory varies from 10 per cent. to 12 per cent.

Working conditions, Hours of work and Shifts.—The working conditions inside the factory would appear to be satisfactory. No dining shed has, however, been provided for the workers.

In the continuous-process departments, three shifts of eight hours each are worked, from 8 a.m. to 4 p.m., 4 p.m. to 12 midnight and 12 midnight to 8 a.m., while in the general department, a single shift of 9 hours is worked with a spread-over of 10-1|2 hours (7.30 a.m. to 12.30 p.m., 2 p.m. to 6 p.m.).

Sunday is an off day for workers in the general shift.

Wages and Earnings.—A wage census covering all the employees of this factory was taken for the first week in January 1944 and the following table contains the results of the census for principal occupations :—

TABLE V.

Table showing average daily basic wages and earnings in principal occupations in the Cement factory of the Associated Cement Cos. Ltd., at Bezwada.

Occupation.	Shift.	Sex.	Piece or Time.	No. of hours of work per shift.	No. of workers.	No. of samples taken.	Average daily basic wages earned.	Average daily gross earnings including overtime, allowances and bonuses.	Average daily net earnings including overtime, allowances and bonuses.	Actual average net earnings in the wage period.	Average basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.	No. of working days in the wage period.
1	2	3	4	5	6	7	8	9	10	11	12	13	14
							Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
Burners	I, II, III	Males	T	8	4	4	2 5 2	2 5 2	2 5 2	65 0 0	65 0 0	65 0 0	31 days.
Engineering Fitters ..	I	,,	T	9	3	3	1 8 11	1 11 5	1 11 5	53 5 4	48 5 4	53 5 4	,,
Kiln Fitters	I, II, III	,,	T	8	4	4	1 2 9	1 5 6	1 5 6	8 11 6	8 4 0	8 13 0	6 days.
Drivers	,,	,,	T	8	3	3	1 2 3	1 5 7	1 5 7	7 10 3	7 8 0	8 13 11	,,
Greasers	,,	,,	T	8	8	8	0 12 0	0 12 0	0 12 0	4 15 6	5 2 3	5 2 3	,,
Turners	I, II, III	,,	T	8	3	2	1 2 0	1 5 0	1 5 0	7 14 0	6 12 0	7 14 0	,,
Millers	,,	,,	T	8	8	8	1 1 1	1 3 8	1 3 8	7 15 9	..	..	,,
Carpenters	I	,,	T	9	2	2	1 0 0	1 0 0	1 0 0	6 0 0	6 0 0	6 0 0	,,
Milling Pit Coolies	I, II, III	,,	T	8	3	3	0 10 0	0 10 0	0 10 0	4 2 8	..	..	
Coolies	I	,,	T	9	58	21	0 8 1	0 8 11	0 8 11	2 13 10	3 0 0	3 3 0	,,
	I	Females	T	9	19	10	0 6 0	0 6 0	0 6 0	1 10 5	2 4 0	2 4 0	,,
Total ..					115	68							

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The occupation of Burners is the highest-paid, the average daily wage being Rs. 2-5-2; other skilled and semi-skilled workers receive an average wage of Re. 1 to Rs. 1-8-11 per day. Male coolies get about annas eight per day and female coolies annas six.

Appendix V contains a statement supplied by the company showing the rates of wages, for certain important occupations in the factory.

Dearness allowance is paid at a flat rate of Rs. 10 p.m. to all the workers, except pit coolies and laboratory sample boys, who are paid at the rate of Rs. 5 p.m. Temporary workers are not paid any dearness allowance.

Leave with pay.—Permanent employees are granted 15 days' leave per year on average wages after a qualifying period of one year. In addition, holidays with pay for 9 days during the year on account of festivals, etc., are allowed.

Housing.—About 25 per cent. of the workers have been provided with housing accommodation in six sheds. These are kutcha structures with walls and roofs of palmyra leaves. They are given rent-free. No latrines have been provided. The conditions in these structures are very unsatisfactory. It is reported that the company has under consideration a scheme for constructing houses for workers.

Welfare work.—Except a small dispensary in charge of a whole-time qualified compounder, the company has not undertaken any welfare work.

A ration shop is run within the premises of the factory at which rice and wheat are sold at controlled rates.

Labour Organisation.—The workers of the company have organised themselves into a Union called " The Andhra Cement Factory Employees Union, Bezwada ", which has been registered under the Trade Union Act but has not been recognised by the management. The Union has a membership of 110. The membership fee is a day's wages per year.

CHAPTER V.—THE PUNJAB.

There are six cement factories in the Punjab employing an average daily number of some 1,600 workers. The largest unit is located in Wah and belongs to the Associated Cement Co. Ltd. The total number of workers employed in this factory is about 1,000 or 62.5 per cent. of the total employed in the six factories. Next in order comes the Dalmias' factory at Dandot which employs about 350 persons. The other units are smaller still.

Conditions of work and wages of labour in the above two large units have been surveyed, details of which are given in the following sections.

A.—Wah.

Employment.—At Wah in the Attock District of the Punjab there is a factory belonging to the Associated Cement Companies. The total labour force is about a thousand and in addition about 300 are employed and paid through contractors for work in the quarries and in the Packing Department of the factory. All the workers in the factory are on time-rates of pay. No females are employed although there are about 30 adolescents between the

ages of 15 and 18. There is no distinction between permanent and temporary workers and all are treated as permanent. The Company recruits its labour direct from the adjoining villages but before admission to the factory, workers are medically examined by the Medical Officer of the Company.

In regard to the recruitment of skilled workers the Company has a system of apprenticeship, the period of apprenticeship being 5 years. The apprentices are given a starting pay of As. 8 a day with an annual increment of one anna. A fair number of operatives in this factory appear to have service between 5 to 10 years and the turn-over also is small, being of the order of about 6 per cent. Absenteeism, especially among unskilled workers, is on the high side, being in the neighbourhood of 40 per cent., although amongst skilled workers it is only about 5 per cent.

Working Conditions, Hours of Work and Shifts.—There are four shifts in this factory : three for the continuous-process workers and one for the general duty workers. The general shift is from 8 A.M. to 1 P.M. and 2 P.M. to 6 P.M., while the shift hours for the continuous-processes are 8 A.M. to 4 P.M., 4 P.M. to midnight and midnight to 8 A.M. No interval is allowed. The factory is well lighted and ventilated and the working conditions inside the factory can be regarded as satisfactory. There are no regular closed days for shift workers but they get 32 hours rest after 21 days of work. For general duty workers Sundays, are closed days and they also get all gazetted holidays. The sanitary arrangements in the factory are quite satisfactory. The workers are served iced water during the summer season.

Wages and Earnings.—There have been no changes in the basic wage rates paid in this factory as compared to the pre-war period. A somewhat striking feature, however, is that the contractors pay their labour the same wages as does the factory. A wage census of all the workers employed on one shift was conducted in this factory for the first fortnight in the month of April 1944 and the following table summarises the results for important occupations :—

TABLE VI.

Table showing wages and earnings in principal occupations in the Cement Factory of the A. C. Cs., Ltd., at Wah, Punjab.

Occupation.	Shift.	Sex.	Piece or Time.	No. of hours of work per shift.	No. of workers.	No. of samples taken.	Average daily basic wages earned.	Average daily gross earnings including overtime, allowances and bonuses.	Average net earnings including overtime, allowances and bonuses.	Actual average net earnings in the wage period.	Average basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.	No. of working days in the wage period.
	2	3	4	5	6	7	8	9	10	11	12	13	14
							Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
Burners	Common Shift.	Males	T	8	4	4	2 3 0	2 11 1	2 11 0	40 7 6	32 13 0	40 7 6	15 days.
Millers	,,	,,	T	8	5	5	1 13 11	2 3 5	2 3 5	30 4 0	25 5 0	30 5 0	,,
Crane Drivers	,,	,,	T	8	3	3	1 7 5	1 11 5	1 11 5	24 13 0	24 6 0	27 5 6	,,
Crusher Attendants ..		,,	T	8	3	3	1 0 0	1 5 4	1 5 4	19 15 4	15 0 0	19 15 4	,,
Drillers	,,	,,	T	8	16	16	0 13 6	1 3 2	1 3 2	14 1 2	11 6 0	15 11 0	13 days.
Coolies	,,	,,	T	8	230	230	0 9 9	0 15 4	0 15 4	12 12 9	9 10 2	14 11 6	15 days.
Total ..					261	261							

Among skilled and semi-skilled workers the highest wage is paid to Burners and comes to Rs. 2-3-0 per day, their daily net earning including allowances etc., being Rs. 2-11-0. A Burner putting in full time attendance gets about Rs. 40 per fortnight. The daily wage rate for the majority of unskilled workers, namely, coolies is about 10 annas. The frequency distribution of wages and earnings in this factory shows that 68.4 per cent. have a basic wage of less than As. 12 per day, while the average daily earning is between As. 12 to Rs. 1-4-0 in the case of 71.6 per cent. of the operatives. Details of the frequency of wages and earnings will be found in Appendix IX (a) and (b).

There are no regular grades of pay but it is understood that increments are given to deserving workers at the discretion of the management.

In February 1945, all workers getting up to Rs. 100 per month were given dearness allowance at a flat rate of As. 0-6-6 per working day. The allowance is, however, not related to any cost of living index numbers. A somewhat novel feature is that the allowance is paid in kind and not in cash. The workers are allowed to buy certain fixed quantities of wheat, dal, sugar, gur and soap. Items which are controlled by Government are sold at the controlled rates and the others at cost price. This arrangement is very popular with the workers.

The factory paid a bonus for the year 1943-44 equal to one-sixth of the total wages earned during the year to all workers who had put in 255 days' attendance in the case of general duty workers and 275 days in the case of shift workers.

The wage period is a fortnight for all workers and wages are paid within a week after they become due.

Most of the workers in this factory are daily-rated. They are given 14 days' leave with pay in a year, while the monthly-rated workers get one month's leave in a year. Daily-rated workers are also granted 14 days' casual leave without pay in a year. Sick leave is allowed only in deserving cases.

Housing.—The Company provides, free of charge, housing accommodation to 304 workers out of a total of 941. There are two types of quarters : in the first type there are two rooms, one kitchen, one bath room, one flush latrine, a verandah, a tap and a closed courtyard, with provision of free electric light. The second type has one room, a covered varandah, a bath room, a latrine, and a closed courtyard with free supply of electricity. The size of the rooms is 12′ × 12′. There is ample ventilation and satisfactory underground drainage arrangements. From the point of view of roominess and convenience of the families, these are some of the best quarters provided in the country. It is understood that in spite of the fact that the quarters are so satisfactory, there is no demand for more housing, because most of the workers like to live in their own kutcha huts in the surrounding villages.

Welfare work.—This factory has considerable welfare activities. It has a well-equipped hospital with 14 beds and operation theatre. It is in charge of a fully-qualified doctor. The factory runs a Primary School for the benefit of the children of its operatives and has under contemplation the starting of a Middle School. It also provides free conveyance to the workers' children who have to attend school at a considerable distance from the location of this factory. A canteen has been started for the benefit of the workers and there is also a grain shop at which most of the commodities of daily needs are supplied at cost price. There is a recreation club for the benefit of the operatives where a Reading Room and library are provided and also arrangements made for indoor games. A striking feature is that there is a swimming pool attached to the Club House. Provision has also been made for the workers to have shower baths at the Club House. This factory has a special Welfare and Benefit Fund

mostly for the benefit of daily-rated workers. Out of this fund cash as well as benefits in kind are given to sick workers, advances are made to workers free of interest, maternity benefit paid up to Rs. 50 per case, etc.

This factory has a Provident Fund. It is compulsory for employees in receipt of a pay or wages of Rs. 25 p.m. or more. The monthly subscription is 1|12th of the pay and the Company contributes an equal amount. Since daily-rated workers are not entitled to membership, the Provident Fund scheme does not embrace a very large proportion of the operatives of this factory and in fact the membership is reported to be only 60. There is, however, a system of paying gratuities to those who are not members of the Provident Fund. The benefit is paid according to length of service. Any one who has put in three years' approved service gets three months' pay as gratuity. The maximum gratuity payable is equivalent to 25 months' pay.

B.—Dandot.

There is at Dandot in the Jhelum District of the Punjab a cement factory belonging to Dalmia Cement, Ltd. The total number of workers employed in this factory is about 350. The factory also employs about 50 of contractors' labour. About a hundred of the workers are daily-rated, while the rest are monthly-rated. Seventy per cent. of the workers are permanent while 30 per cent. are classed as temporary. Permanent workers get 7 days' privilege leave, 7 days' sick leave and 4 days' festival holidays with pay per annum. They also get a house-rent allowance. Temporary workers get no house-rent allowance but get free accommodation. The permanent men have been put into grades and get promotions according to merit. Except for purely unskilled workers there is little turn-over in this factory presumably because, there are no alternative sources of employment in the neighbourhood. Absenteeism, it is reported, varies from 15 to 20 per cent. The labour is recruited directly. There are definite rules governing the conditions of service. No Labour Officer has been appointed yet, but the workers have direct access to the management.

Working conditions, Hours of work and shifts.—The factory works three shifts of 8 hours each for continuous-processes and there is a general duty shift of 9 hours with a spread-over of 11 hours.

There is a waiting hall for the workers to take rest. The premises of the factory are extraordinarily clean and the factory is very well ventilated and lighted.

Wages and Earnings.—It is reported by the management that as compared to the pre-war period the basic wage rates in this factory have been increased by 10 to 25 per cent. probably due to the unavailability of unskilled labour. The increase in the rates of coolies has been the greatest, the rate having gone up from As. 6 per day to As. 8 to As. 10. The following, according to the management, are the basic wage rates for certain selected occupations :—

Fitters—Rs. 35 to Rs. 85 per month.
Turners—Rs. 50 to Rs. 75.
Blacksmiths—Rs. 45 to Rs. 55.
Carpenters—Rs. 40 to Rs. 50.
Coolies—8 as. to 10 as. per day.

A wage census of workers in one shift was conducted for the first fortnight of March 1944. It is seen that the average daily wages of fitters, carpenters and coolies are Rs. 1-11-0, Rs. 1-5-9 and Rs. 0-10-0 respectively, the corresponding figures of daily net earnings being Rs. 2-3-5, Rs. 2-11-1 and Rs. 1-2-11.

The frequency* of wages and earnings in this factory shows that 52.4 per cent. of the workers have a daily basic wage between As. 8 and As. 12 and 51.8 per cent. have a daily earning of less than Re. 1-4-0.

Dearness Allowance.—The factory pays a dearness allowance which is related to a cost of living index number which it itself maintains. The workers of the factory have been divided into ten wage groups commencing with those getting up to Rs. 10 p.m. and going up to Rs. 300. When the index is between 246 and 255, those in the lowest group get 120 per cent. of their pay as dearness allowance, while those in the highest group get only 22.5 per cent. During the wage census period a cooly getting As. 10 per day was receiving about As. 9 by way of dearness allowance.

The wages are paid monthly to permanent labour and fortnightly in the case of daily-rated staff.

Sundays and four festival holidays are closed days in the year.

Fining is only nominal.

Housing.—Nearly 75 per cent. of the workers employed in this factory are housed in quarters built for them in the vicinity of the factory. These are pucca houses fitted with electric light. They consist of one room, a separate kitchen, a bath room and a latrine. A water tap is provided in each tenement. The management give each person a house-rent allowance varying from Rs. 2 to Rs. 7-8-0, while the rent charged for the quarters varies from As. 4 to Rs. 4|- per month. On the whole the housing conditions in this colony are satisfactory.

Welfare activities.—The management of this concern has paid special attention to the welfare of its operatives, realising the fact that the site of the factory is like a camp and that the workers cannot have amenities not supplied by the management. A hospital is maintained for the benefit of the work-people where free medical aid and medicines are given. At this hospital persons from surrounding villages are also treated free. The hospital is in charge of a fully-qualified doctor.

As many of the workers employed in this factory live singly, the management have made special messing arrangements for single men. They have built a pucca building for this purpose, supplied servants and utensils and provided good and nutritious food at a cost of about Rs. 15 per month. They also run a Primary School and sell grain to the work-people at cost price. Owing to the shortage of water supply the management, though alive to the needs of the workers, are not able to extend welfare activities such as the starting of a dairy and vegetable farm, etc. They propose to do so as soon as they are able to arrange for their own separate water supply.

The Company has instituted a Provident Fund which is open to every employee who has completed six months' service provided however he is able to contribute a minimum of Re. 1 p.m. The employer and the employee contribute one anna per rupee. Compound interest is paid on the balance to the credit of each operative.

There is no Trade Union at Dandot but the workers and the staff have got an Executive Committee consisting of heads of all departments and representatives of workers from the various departments. This Committee which meets pretty frequently discusses the grievances of the work-people.

Dandot is one of the few centres in the country from which it is reported that the workers are not indebted to money-lenders. Such of the workers, however, as are in need of funds are given advances by the Company without interest.

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* *Vide* Appendix IX (a) and (b).

CHAPTER VI.—SIND.

A.—Karachi.

Outside the Municipal limits of Karachi there is a cement factory belonging to Dalmia Cement Ltd. This is a dry-process factory and one of the largest belonging to the Dalmia group. It was established in the year 1938. The factory employs about 935 persons of whom only 30 are women. No children are employed. Out of the 935 employees no fewer than 905 are on a time-rate of pay. As compared to January 1940 the complement of the factory has more than doubled. Besides those employed in the factory, about 200 workers are recruited and paid by contractors. These are employed in the quarries and for packing cement bags, unloading of stone and coal wagons, etc. It is understood that there is not much difference between the earnings of contract labour and of the employees of the company.

Workers are classified as 'permanent', 'probationers' and 'casual'. Nearly 97 per cent. of the workers are regarded as being permanent. Probationers are those who have not completed six months' service, while casual workers are engaged only for short periods to cope with extra work. The privileges attaching to permanent workers are that they can contribute to the Provident Fund, can get 25 days' leave with pay in a year and are entitled to one month's notice in case of termination of service. The turn-over of labour in this factory is not very high, being of the order of 4.5 per cent. It is reported that as compared to the pre-war period the turnover of labour has not increased considerably. Absenteeism comes to about 8 per cent. and is largely due to sickness. The relations between the employers and the employees are regulated by the Standing Orders of the company.

The company has a Labour Officer who is in charge of recruitment of labour. He also looks into the grievances of the work people.

Working conditions, Hours of work and shifts.—The factory has a general shift from 9 a.m. to 1 p.m. and 2 p.m. to 7 p.m. and also 3 continuous shifts of 8 hours each without any interval. For the general shift workers Sundays are closed days, while the continuous-shift workers are given 32 hours rest after every twelve days of work. So far as lighting and ventilation inside the factory are concerned, they are adequate although the whole factory is extremely dusty. Particularly, in the packing department the workers seem to inhale quite a lot of dust. No rest shelter has been provided for the employees of the factory.

Wages and earnings.—The company has supplied the Committee with a schedule of the wage rates paid in 1941 and at present, to different types of skilled and semi-skilled workers in the factory, which is given as Appendix VI. It will be seen that there is a system of graded promotion, the annual increment varying from Re. 1 to Rs. 3. It is understood that the basic wages have been increased in some cases to the extent of about 50 per cent., and about 20 per cent. in others. For certain skilled type of operations, the starting pay has gone up more than 100 per cent. The company also pays a house rent to its employees at Rs. 2 per month to those getting up to Rs. 39 per month, Rs. 4 to those getting between Rs. 40 and Rs. 75 per month and of Rs. 7-8-0 to those getting from Rs. 75 to Rs. 125 per month.

A wage census was conducted in this factory for the month of January 1945 and the following table contains information regarding wages and earnings in the principal occupations :—

TABLE VII.

Table showing wages and earnings in principal occupations in the Cement Factory of Dalmia Cement Ltd., at Karachi, Sind.

Occupation.	Shift.	Sex.	Piece or Time.	No. of hours of work per shift.	No. of workers.	No. of samples taken.	Average daily basic wages earned.	Average daily gross earnings including overtime, allowances and bonuses.	Average daily net earnings including overtime, allowances and bonuses.	Actual average net earnings in the wage period.	Average basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.	No. of working days in the wage period.
1	2	3	4	5	6	7	8	9	10	11	12	13	14
							Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
Millers	I, II, III	Males	T	8	3	3	2 6 8	3 9 11	3 9 11	107 2 2	70 0 0	101 13 6	31 days.
Burners	,,	,,	T	8	3	3	2 5 8	3 12 7	3 12 7	116 4 6	74 8 0	123 6 3	,,
Silo Attendants	,,	,,	T	8	3	3	1 11 1	2 10 6	2 10 6	81 9 0	51 4 0	78 14 9	,,
Crusher Attendants ..	,,	,,	T	8	3	3	0 13 7	1 5 2	1 5 2	40 12 8	26 8 0	42 3 9	,,
Coolies	,,	,,	T	8	110	109	0 12 4*	1 3 3	1 3 3	34 13 8	21 9 5	36 3 5	,,
Total ..					122	121							

*Weighted average for coolies in the different departments. The basic wage varies from 10 annas to 13 annas per day.

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Among skilled workers, Burners are the best paid and Millers get an almost equal wage. The basic rate for coolies varies from As. 10 to As. 13 per day.

An analysis of the frequency* of wages and earnings in this factory shows that the largest concentration is in the wage group As. 12 to As. 14 per day. So far as earnings are concerned, nearly 60 per cent. are found in the earning group Rs. 1-4-0 to Rs. 1-8-0 per day.

Dearness allowance in this factory is paid on a percentage basis of the wages earned. Those earning up to Rs. 20 per month are paid dearness allowance at the rate of 50 per cent. of their wages. The percentage is then reduced according to income and for the highest income group viz., Rs. 71 to 100, 26 per cent. is paid as dearness allowance. It was stated that the company was maintaining a cost of living index number. This had, however, no scientific basis and the dearness allowance paid appeared to have no relation with the index number.

The average wage of an unskilled worker in this factory working full time would be about Rs. 20 p.m. Thus, such a worker would get only Rs. 10 as dearness allowance. On the other hand, coolies in the Karachi Municipality receive by way of dearness allowance as much as Rs. 14 to Rs. 18 p. m.

The wage period is a calendar month for all the workers and wages are paid on or about the 7th of the next month. Fines in this factory are extremely negligible.

No bonus is being paid.

Housing.—This factory houses nearly 60 per cent. of its workers in four different types of quarters. In all, the number of quarters provided is 148. The 'A' type consists of one room 15′ × 12′, a verandah, a kitchen, a bathroom, a courtyard, flush latrines, water taps and free electric lights. The 'B' type has one room 10′ × 9′, a verandah, a kitchen, a flush latrine, water taps, a courtyard and free electric light. The 'C' type quarters which are intended for the unskilled workers consist of a room and a verandah. Free electric light is provided but water and sanitary arrangements are common. The rent charged for these three types of quarters are Rs. 7-8-0, Rs. 4 and Rs. 2 per month respectively. The 'A' and 'B' types of quarters are extremely clean, well ventilated and comfortable. The third type is not so well ventilated. In addition to these, the company has provided huts and tents for about 150 workers. A nominal rent of As. 8 per month is charged for the huts while no rent is charged for the tents. This is a purely provisional arrangement but the conditions in these huts and tents are none too satisfactory. It is understood that the company has under consideration a programme for building a hundred more quarters

On the whole, the housing provided by the company is satisfactory and its special feature is the provision of separate flush latrines, water taps, etc., to each individual tenement. The colony is, however, extremely bleak. It is understood that the company has made efforts to plant trees in order to make it shady but that owing to the nature of the soil they have not been able to do so.

Those who do not live in the company's quarters stay in their own kutcha houses in the surrounding villages. These compare very unfavourably with the housing provided by the factory.

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*Appendix IX (a) and (b).

Welfare activities.—The company maintains a well-equipped dispensary in charge of a full-time qualified doctor and a staff compounders, etc. There is a canteen in the factory run by a contractor. The company also maintains a common mess for workers by giving them a free kitchen and a dining hall. They pay for the cooks, servants and utensils. The expenses for two meals come to about Rs. 18 per head per month.

A free Primary School is maintained by the company for the children of its operatives. It also runs a grain shop where all provisions are supplied at controlled rates. A club with indoor games and reading room facilities has been provided. Recreation grounds and playing fields have also been supplied.

The company maintains a Provident Fund on a voluntary basis. Any employee who has completed six months' service with the company can become a member of the fund. Membership cannot be resigned. The contribution of each member can be only 1|16th of his wages subject to a minimum of Re 1 and a maximum of Rs. 50 per month. The company contributes an equal amount. A member is at all times entitled to his own contribution but the company's contribution depends on the length of service. For instance, those who leave after 15 years' approved service are entitled to the full benefit. For each year of service less than 15, there is a 10 per cent. cut in the employer's contribution. Those with service of ten years or below do not get the benefit of any contribution from the employer.

The membership of the fund being voluntary, the response from the workers appears to be very poor. At the time of the enquiry it was found that out of a complement of about 900 workers in the factory only 60 had joined the fund. There is thus no compulsory provision for safeguarding the future of the operative as the company has not gone in for a system of gratuity.

B.—Rohri.

Employment.—There is a cement factory belonging to the Associated Cement Companies Ltd., at Rohri in the Sukkur District of Sind. The factory was established in the year 1937. At the time of the enquiry the average daily number of persons employed was 714, all of whom were men. No women or children are employed. All the workers are on time-rates of pay. As compared to the pre-war period, the complement of this factory has gone up by about 50 per cent. Except for about 150 workers employed in the clay fields who are engaged through contractors on wages about 12 per cent. lower than the wages of the company workers, all the other workers are employed and paid directly by the company. A special feature in regard to the employment of the workers is that excluding 16 who are termed 'permanent', the rest are all 'temporary'. In spite of this, however, a fairly large percentage of the workers appears to have put in more than one year's service. Absenteeism amounts to about 15 per cent. and is due either to sickness or to absence caused on account of the workers going to the adjoining villages for agricultural operations. The incidence of malaria among workers of this factory seems to be extraordinarily high because, from certain statistics relating to the month of February 1945 regarding the health of the workers which the company were good enough to furnish, it appears that of the total number of cases treated in that month, no fewer than 51.45 per cent. were due to malaria. There is no Labour Officer for recruitment or for looking into the grievances of the workers. Labour is recruited by the departmental heads. There are no Standing Orders regulating the relations between the employers and the employee.

Working Conditions ; Hours of Work and Shifts.—The factory is well lighted and ventilated. Apart from a general shift, three other shifts are worked. The general shift is one of 8 hours with a rest interval of half an hour, the spread-over being 8½ hours. In the case of the other three shifts, they are all straight shifts of 8 hours each. Those working on the continuous-processes get a rest period of twenty four hours every fortnight.

Wages and earnings.—It has been stated by the management that the basic wages have been increased substantially as compared to the pre-war period, the increases being as high as 50 per cent. in the case of coolies and 25 per cent. or more in the case of semi-skilled and skilled labour. The increases appear to have been given since 1941-42 onwards. Appendix VII contains information regarding the basic wages paid in this factory during 1938-39 and 1944-45 in the case of certain selected occupations.

A wage census of all the workers in this factory was conducted for the second fortnight of March 1944 and the following table contains the results for the principal occupations.

TABLE VIII.

Table showing basic wages and earnings in the selected occupations in the Cement Factory of Associated Cement Cos., Ltd., at Rohri, Sind.

Occupation.	Shift.	Sex.	Piece or Time.	No. of hours of work per shift.	No. of workers.	No. of samples taken.	Average daily basic wages earned.	Average daily gross earnings includ ng overtime, allowances and bonuses.	Average daily net earnings including overtime, allowances and bonuses.	Actual average net earnings in the wage period.	Average basic wages earned in the wage period by samples with full attend-ance.	Average net earnings in the wage period of samples with full attend ance.	No. of working days in the wage period.
1	2	3	4	5	6	7	8	9	10	11	12	13	14
							Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
Burners	General	Males	T	8	5	5	2 6 2	2 10 4	2 10 4	81 6 7	71 4 0	78 4 0	31 days.
Millers	,,	,,	,,	,,	4	4	1 13 0	2 2 11	2 2 11	35 12 6	29 0 0	35 12 6	16 ,,
Crane Drivers	,,	,,	,,	,,	3	3	1 12 0	2 0 0	2 0 0	32 0 0	28 0 0	32 0 0	16 ,,
Coolies	,,	,,	,,	,,	187	187	0 12 8	1 4 7	1 4 7	17 4 1	12 14 2	21 1 2	16
Total ..					199	199							

The highest paid occupation is of Burners who receive an average daily wage of Rs. 2-6-2. Millers and Crane drivers get an average daily wage of Rs. 1-12-0 to Rs. 1-13-0. The daily rate for coolie is about annas 13.

An analysis of the frequency* of wages and earnings shows that no worker gets under As. 10 per day by way of basic wages. The largest concentration is in the group As. 12 to As. 14, being 61 per cent. of the total, the next highest being in the group As. 14 to Re. 1 accounting for 25.5 per cent. of the total. No fewer than 61 per cent. of the total have a daily earning of Re. 1 to Rs. 1-4-0. There is a large concentration in the earning group Rs. 1-12-0 to Rs. 2 per day accounting for 23.4 per cent. of the total.

Since the date of the wage census there has been an increase in the rate of the dearness allowance paid and at present the employees in this factory are paid dearness allowance at a flat rate of As. 8 per day of attendance. For the year 1944 a bonus was paid equivalent to 2 months' basic wages to those who had put in attendance of at least 250 days during the year.

Wages are paid fortnightly to daily-rated workers who form a vast majority of the total number employed. There are no undue delays in the payment of wages after they become due.

So far as the general shift workers are concerned, Sundays are observed as holidays. No other holidays are granted. No leave with pay is given to daily-rated workers, while those who are monthly-rated get one month's leave with pay per year.

Housing.—This factory has built about 90 quarters for its employees, 42 of which are allotted to the workers. The quarters contain either one or two rooms with a verandah, kitchen and a latrine. Electricity is supplied free of charge. No rent is charged to those living in these quarters. The proportion of the workers housed is roughly 10 per cent. On the whole, the quarters are clean, commodious and well ventilated. It is understood that the management intend to build more quarters for their operatives but are not able to do so owing to difficulty of obtaining building material. Those who are not housed in the company's quarters live in their own kutcha houses in the surrounding villages. These compare very unfavourably with the company's quarters.

Welfare activities.—There is a well-equipped hospital for workers and their families in this factory in charge of a fully-qualified Medical Officer assisted by other staff. The hospital contains 11 beds and also a maternity ward.

A canteen has been provided which is run by a contractor where light refreshments are served. No educational facilities are provided for the children of the operatives but such of the workers' children as are attending schools at Sukkur are provided free transport by the company.

A grain shop is being run where commodities are sold at cost price. In regard to wheat, however, it is sold at a concession rate of 20 per cent. below the controlled price.

There is a Provident Fund in this factory. It is, however, open only to monthly-rated workers. It is compulsory for those getting Rs. 25 p. m. or more and optional for those getting less than Rs. 25 p. m. Daily-rated workers are, however, not entitled to membership. It is reported that only about 60 employees of this factory are members of this fund. The employer's and worker's contributions are 1/12th of the pay of the operative per year. The full contribution of the employer is paid only to those who have put in at least 15 years' approved service. Those who have put in less than 10 years' service do not get anything by way of contribution by the employer.

* *Vide* Appendix IX (a) and (b).

The company has also a system of paying gratuity to those who are not members of the Provident Fund. The minimum qualifying period for gratuity is three years' approved service in which case gratuity amounts to 3 months' pay. The maximum amount paid is 25 months' pay at the rate of one month's pay for each year of completed service. The payment of gratuity is, however, entirely at the discretion of the management and each case is decided on its own merits.

General observations.—It is understood that the provisions of the various Labour Acts are strictly enforced. The workers have a Trade Union but it is not recognised by the company. There have been no strikes in this factory.

CHAPTER VII.—BIHAR.

A.—Dalmianagar.

Employment.—The cement factory belonging to Dalmia Cement, Ltd., at Dalmianagar in Bihar has been covered for purposes of the present enquiry. The total number of workers employed in this factory was 520, all of whom were males. More than 80 per cent. of the workers were on a time-rate. As compared to the pre-war period, the total complement of this factory has gone up by more than 50 per cent. Except about 100 workers who are employed and paid by contractors the rest are directly paid by the company. This factory has rather a novel method of recruiting the workers. All recruitment of skilled and semi-skilled labour is done by a Recruitment Board with the Works Manager as President, the Electrical and the Mechanical Engineers as members and the Labour Officer as the Secretary. As regards unskilled labour, the departmental heads send their requirements to the Labour Officer who makes the selection from among the workers waiting at the gates. When skilled labour is recruited it is sent to the departments for trial for a period varying from one to three months. The departmental head then sends a report on the work of the man with his recommendation as regards his suitability, pay, etc., to the Recruitment Board which after scrutiny, makes the final appointment.

About 70 per cent. of the unskilled labour employed by the factory is local and belongs to the agricultural classes. Skilled workers come from different districts of Bihar.

Workers are classified as permanent, temporary, and casual. A temporary worker is made permanent after a period of one month. The difference between the privileges of temporary and permanent workers is that while the latter are entitled to contribute to the Provident Fund and also to 7 days' sick leave and 7 days' privilege leave in a year, the former cannot contribute to the Provident Fund and get only 7 days' sick leave with pay in a year.

Labour turn-over in this factory for the year 1944 was reported to be about 24 per cent. being largely due to the number of cases of dismissal. At the time of the enquiry it was found that absenteeism was about 11 per cent. It has been reported, however, that on Saturdays absenteeism mounts up and is as high as 17 per cent., the reason for this being that the workers like to combine the Saturday with the Sunday in order to go to their villages.

Although there are no Standing Orders for the operatives there are certain well defined principles governing the relations between the employers and the employees.

Hours of work and Shifts.—This factory works five shifts per day, two for general workers and three for the others. The general shifts are of 9 hours each from 7-30 A.M. to 12-30 A.M., 2 P.M. to 6 P.M and 6 P.M. to 11 P.M. and 1 to 5 A.M. In the three shifts of continuous-processes the actual hours of work are 7½, the spreadover being 8.

Working Conditions.—The factory is very well ventilated and lighted. A rest shelter has been provided for the workers for resting during the recess periods. In addition to holidays and festivals, Sunday is a regular closed day for general duty workers, while those on continuous-processes get 32 hours rest after 12 days' work. The workers are provided with iced water during summer months in the departments.

Wages and earnings.—In this factory there have been no changes in the basic wages since the outbreak of the War. A minimum wage has been laid down for the most unskilled operative which is Rs. 15 per month.

A wage census was conducted in this factory for the period 7th April 1944 to 6th May 1944. An analysis of the figures shows that Burners are the highest-paid and have an average earning of Rs. 3-8-10 per day. On the other hand the coolies get a basic wage of As. 9 per day, their net daily earning being Rs. 0-13-1 or about Rs. 21-4-0 per month of 26 working days.

A study of the frequency* of wages and earnings in this factory shows that 94 per cent. of the workers have a daily basic wage of As. 8 to As. 10, while 92.8 per cent. have a daily earning As. 12 to Re. 1.

The following is the scale of dearness allowance in the case of time-workers in this factory :—

Wages per month.	Dearness allowance per month for full attendance. Rs. A. P.
Up to Rs. 30	12 0 0
From Rs. 31 to Rs. 50	14 8 0
From Rs. 51 to Rs. 75	13 8 0
From Rs. 76 to Rs. 100	20 0 0
From Rs. 101 to 150	24 0 0
From Rs. 151 to 200	30 0 0
Above Rs. 200	40 0 0

It will be seen that the dearness allowance is linked up both with income and attendance. So far as piece-workers are concerned, they are given dearness allowance at a flat rate of 40 per cent. of their earnings.

This factory paid a bonus at the rate of 1½ months' basic wages for the year 1943-44. The payment of the bonus is dependent on the length of service according to the following scale :—

Length of service.	Bonus.
1 year	1½ months' basic wages.
Between 9 & 12 months	1 month's basic wage.
Between 6 & 9 months	½ month's basic wage.
Between 3 & 6 months	7½ days' basic wage.
Below 3 months	*Nil*

It is understood that about 90 per cent. of the workers receive the bonus.

The amount collected by way of fines is credited by this factory to the labour welfare account for purposes of welfare work.

The period of wage payment is a month for all workers and wages are paid within 7 to 10 days after their becoming due.

Housing.—About forty per cent. of the workers in the cement factory have been housed by the company in 65 quarters. There are three types of quarters : family quarters, bachelors' quarters and cooly quarters. The first type contains a room 13′ × 10′, a verandah, a kitchen, a water tap, a bath room, a latrine and an enclosed court-yard. Electric light is supplied free of charge and the rent charged for the quarter is Rs. 4 only per month. The bachelor's quarter contains one room 10′ × 10′, a kitchen, a verandah, an enclosed court-yard and a latrine and the rent charged is Rs. 2-8-0 per month.

* Appendix IX (a) and (b).

In the cooly quarters there is a room 10 ft × 10 ft., a verandah and a kitchen, the rent charged being Re. 1 per month. All the workers' houses are properly drained. The family quarters are usually allotted to well-paid workers like mistries, jobbers, etc. The majority of the operatives live in class II or class III types of quarters which are not as well ventilated as the class I quarters. It is understood that there is a very great demand for workers' quarters. This demand is being met now by fresh construction but the management are experiencing considerable difficulty in getting building material. So far as land is concerned, they are not experiencing any difficulty in this matter.

Workers who cannot be accommodated in the quarters provided by the Company usually live in their own kutcha houses in the surrounding villages, while a few live in rented quarters in the town paying a rent of about Rs. 3 per room of 10′ ×9′.

Welfare activities.—This concern is following a very forward policy in regard to welfare activities for their work people. It has a well-equipped hospital with allopathic, homeopathic and ayurvedic sections, with a female ward, a maternity ward, etc. Food is provided, free of charge, to indoor patients. The hospital is in charge of well-qualified doctors, male and female, and it also provides a school up to the 10th class where instruction is given free of charge and books and uniforms supplied free to the children of workers getting below Rs. 15 per month. The school is extremely well attended. Moreover, a Primary School and a school for adults are also provided. The Company's welfare centre contains a Library and a Reading Room. Playing fields are provided for the workers for out-door recreation, while provision has been made for indoor games, gymnastics, etc., in the Labour Welfare Centre in charge of a Labour Welfare Officer. The company also runs a store where many necessaries of life, including clothing, are supplied at market or controlled rates, whichever is cheaper. Fuel, washing soap and soda are sold at a concession of 30 per cent. as compared to the market price.

A Provident Fund for the operatives was started by the company in the year 1942. It is not compulsory. Every employee who completes six months' service can become a member of the fund. The monthly contribution in any one year is 1|16th of the pay subject to a minimum of rupee one per month and a maximum of Rs. 50 per month. The employers contribute an equal amount. The employers' contribution is payable in full to anyone who has put in 15 or more years' approved service, those between 10 and 11 years' service getting only 50 per cent. of this contribution. As the Fund is voluntary, it is found that only four per cent. of the workers have joined it.

B.—Japla.

There is a factory of the Sone Valley Portland Cement Company at Japla in Bihar, about 370 miles from Calcutta. It was not found possible to conduct an intensive *ad hoc* survey of labour conditions in this factory and the following paragraphs are based on the information supplied by the Company itself.

The factory employs about 1,100 workers, of whom only 30 are females. Besides these about 470 contractors' labourers are employed for work principally in the quarries. As compared to the pre-war period the complement in the factory itself has not gone up very considerably. A striking development, however, is that whereas the factory employed no contract labour before the War it does so now.

Workers come from the surrounding villages and are recruited directly by the Company. They are generally made permanent after a year's approved service. Service cards are maintained showing particulars regarding each worker.

There is a system of apprenticeship presumably for semi-skilled and skilled workers only. The period of apprenticeship is 3 years during which the apprentices are paid stipends varying from As. 8 to As. 12. A copy of the rules on the subject will be found in Appendix VIII(a). It will be observed that Rule No. 6 lays down that " No apprentice is allowed to join any Union while serving his apprenticeship or associate himself with the activities of the same."

Labour turnover in this factory is small being of the order of about **5 per cent.** Nor is absenteeism very high because it is only about 5 per cent. in departments other than the Packing Department where it is as high as 30 per cent. It is reported that absenteeism in the factory tends to be higher during the period of agricultural operations, during night shifts in the rainy season and after pay and festival days.

Hours of work, shifts and working conditions.—There are 3 shifts of eight hours each for continuous-process departments and also a general shift of 8 hours with a spread over of 10½ hours. The general shift workers get a weekly holiday on Sundays, while other workers are given a holiday according to the convenience of the management.

It is understood that adequate provision exists for the supply of water and sanitation. A somewhat novel feature is that safety stewards have been appointed in the factory who are paid a monthly bonus if no accident occurs during the month in their respective departments.

Wages and earnings.—As compared to the pre-war period this factory has increased the wage rates for unskilled workers by 25 to 35 per cent. The rates for such workers have been standardized at As. 0-10-6 per day. There is no standardization of wages for semi-skilled or skilled workers.

The Company has supplied a schedule of wage rates for the different occupations an extract from which is given in Appendix VIII (b). It will be seen that the highest-paid occupation is of Electric fitters who get Rs. 2-4-0 per day. Turners receive Rs. 2 per day, while process workers such as Millers, Kiln fitters, etc., get from Re. 1 to Rs. 1-8-0 per day.

Contract labourers receive as wages about 10 per cent. less than the factory labour. Dearness allowance to contract labour is paid by the company itself at As. 4 per rupee of earnings.

The workers in this factory are paid dearness allowance on a sliding scale. Those earning upto Rs. 28 per month get Rs. 4-8-0 p. m. as dearness allowance, while those earning between Rs. 29 and Rs. 50 get 17 per cent. of their earnings. This percentage is reduced as income increases and those getting between Rs. 101 and Rs. 150 get only 10 per cent. of their earnings as dearness allowance.

The factory pays an annual profit bonus equivalent to one month's pay.

The wage period in this factory was a week but owing to difficulty of getting small change it was changed to monthly and fortnightly. A period of one week to 10 days elapses between the date when wages become due and are paid.

No fines are imposed but during 1943 there were 80 cases of suspension.

All the workers in this factory, except members of the office staff who get one month's privilege and one month's sick leave per year, are entitled to leave with pay on the following scale :—

15 days privilege leave with pay per year.
10 days sick leave with pay per year.
10 days sick leave with half pay per year.
10 days sick leave with quarter pay per year.

Housing.—About 50 per cent. of the work-people are housed by the factory. The rest of the workers come to the factory from their village homes, within a radius of about 5 miles from the factory. From the housing plans supplied by the management it would appear that the accommodation is satisfactory. Light and water are provided free ; nor is any rent charged for the houses. Small gardens have been provided in front of the workers' quarters. It would appear that the housing needs of the workers are fully met and that there is no demand for additional accommodation.

Welfare Work.—This factory seems to be doing a considerable amount of welfare work. There is a well-equipped hospital where treatment is given free of charge and arrangements have also been made in the precincts of the factory and the homes of the workers for free medical relief of workers and their families. Adequate facilities exist for indoor and outdoor recreation as clubs with indoor games and radio sets, football grounds, a childrens' park, cinemas, etc., have been provided. There is also a créche, a school and a cheap grain shop. This factory has, however, made no provision for the future of its operatives as it has neither a Provident Fund nor a system of paying service gratuity.

PART II.

(*ii*) Indian States.

CHAPTER VIII.—BUNDI STATE—RAJPUTANA—LAKHERI.

In Bundi State in Rajputana, there is a cement factory belonging to the Associated Cement Companies Ltd., near the Lakheri Railway Station. The number of persons employed in this factory is about 1,600. The town has grown up as a result of this factory. This is one of the long established factories having been started in the year 1915.

Employment.—The labour in this factory is mostly local and is recruited direct. So far as unskilled workers are concerned, they are mostly recruited through the workers or the Jamadars. Occasionally the Jamadars are also sent out to the neighbouring districts to bring labour and all the expenses on account of railway fare, food, etc., of the workers during the journey are paid by the company. At the moment, however, there is no shortage of labour. In regard to skilled workers the posts are advertised in the papers.

As compared to the pre-war period, employment in this factory has gone up by about 33 per cent. A striking feature of this factory is the number of children employed, both male and female. It is reported that girls (9 and 10 years of age) are employed, there being no factory Act in Bundi State. Of the labour force employed 860 are men, 290 women and 450 children. It is stated that the employment of children has gone up by about 80 per cent. since the outbreak of the War.

All the workers belonging to this factory including quarry labour is recruited and paid direct by the Company.

The workers are classified as ' permanent ', ' temporary ', and ' casual '. Permanent workers consist of the monthly-rated staff only. At present about 75 per cent. of the workers are temporary and about 23 per cent. casual, only 2 per cent. of the workers being permanent and monthly-rated. The factory has no apprenticeship system as such but apprentices are taken in the workshop and in some other departments and they are paid annas eight per day plus dearness allowance. At the time of the enquiry there were 20 such apprentices.

It is reported that labour turn-over in this factory has increased appreciably since the out-break of the War. For the year 1944, for instance, the turn-over of labour among casual workers was as high as 55 per cent., being 11 per cent. in the case of other workers. The higher labour turn-over among unskilled workers is due to seasonal migration for agricultural operations which, due to the recent conditions of scarcity and high prices, has become comparatively profitable. Absenteeism is usually in the neighbourhood of 10 per cent. but during the months of August and September when malaria breaks out at Lakheri almost in epidemic form it increases to about 25 per cent.

Working condition, Hours of work and shifts.—Working conditions inside the factory are reported to be satisfactory and adequate provision has been made for sanitary arrangements for workers during working hours. There is, however, no rest shelter.

The factory works for all 24 hours in three shifts of 8 hours each while there is also a general shift of 9 hours with a spread-over of 11 hours. The continuous-shift workers are allowed 32 hours rest after every three weeks of work, while the workers on the general shift get all Sundays off.

Wages and Earnings.—A wage census of all the operatives in this factory was conducted for the first fortnight of April 1944, in most of the occupations and for the full month in those in which the wage period was monthly. It was reported by the Company that the basic wages have been increased by about 20 per cent. in the case of unskilled and from 20 to 50 per cent. in the case of skilled labour since the outbreak of War. The following Table summarises the results of the wage census and gives the basic wages and the average daily net earnings during the wage period (which varies from occupation to occupation) in important occupations. The table in Appendix IX (a) & (b) also shows the frequency of earnings in this factory :—

TABLE IX.

Table showing wages and earnings in principal occupations in the Cement Factory of the Associated Cement Companies, Ltd., at Lakheri in the Bundi State in Rajputana.

Occupations.	Shift.	Sex.	Piece or Time.	No. of hours of work per shift.	No. of workers.	No. of samples taken.	Average daily basic wages earned.	Average daily gross earnings including overtime, allowances and bonuses.	Average daily net earnings including overtime, allowances and bonuses.	Actual average net earnings in the wage period.	Average basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.	No. of working days in the wage period.
1	2	3	4	5	6	7	8	9	10	11	12	13	14
							Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
Burners	1st	Males	T	8	1	1	2 0 0	2 8 0	2 8 0	40 0 0	32 0 0	40 0 0	16
Fitters	General Shift.	,,	,,	,,	18	18	1 14 4	2 6 6	2 6 6	34 1 2	..	..	13
Turners	,,	,,	,,	,,	7	7	1 12 4	2 3 0	2 3 0	32 8 3	..	..	,,
Carpenters	,,	,,	,,	,,	12	12	1 9 7	1 15 6	1 15 6	29 0 4	..	..	,,
Millers	1st	,,	,,	,,	9	9	1 6 3	1 12 3	1 12 3	24 7 7	23 9 4	30 1 2	16
Drivers	General	,,	,,	,,	7	7	1 4 10	1 13 0	1 13 0	23 15 0	..	..	Different No. of working days. (13 and 16)
Drillers	,,	,,	,,	,,	9	9	0 9 5	1 1 3	1 1 3	15 1 5	9 4 10	17 13 5	16
Belders	,,	,,	,,	,,	406	406	0 8 2	0 13 5	0 13 5	14 12 6	..	..	..
Coolies—factory	,,	Females	,,	,,	135	106	0 4 6	0 9 2	0 9 2	11 4 9	..	..	..
	,,	Boys	,,	,,	211	211	0 4 2	0 8 0	0 8 0	10 11 0	..	..	..
Coolies—quarry	,,	Females	,,	,,	110	110	0 5 8	0 8 11	0 8 11	11 15 6	..	..	25
	,,	Boys	,,	,,	48	48	0 4 1	0 8 8	0 8 8	11 9 4	..	..	,,
	,,	Girls	,,	,,	8	8	0 3 0	0 7 1	0 7 1	8 1 6	..	..	,,
Total ..					981	952							

Among skilled workers, Burners get the highest daily wage, namely, Rs. 2 per day. Fitters, Turners, Carpenters, Millers and Drivers are the next in order of importance from the point of view of the wages paid. Unskilled workers in the factory like coolies, who are generally females, appear to get a daily wage as low as As 0-4-6 per day and in fact the monthly *earnings* of such workers for about 25 days' work in the month do not amount to more than about Rs. 14. Boys employed in the factory get As. 0-4-0 per day, while girls get as low as a wage as As. 3 per day. However, male coolies such as belders doing heavier type of work in the quarry appear to make about Rs. 22 per month of 25 working days, while females working in the quarries make about Rs. 14 per month including allowance, etc.

An analysis of the frequency* distribution of wages and earnings in this factory shows that nearly 62 per cent. receive a daily wage under As. 8, while 78.2 per cent. have a daily earning under Re. 1 per day. The wages and earnings in this factory are probably the lowest in the country. A striking feature is that unskilled labour in the quarries is better paid than similar labour employed in the factory itself.

The rate of dearness allowance has now been increased and is As. -|8|- per day of attendance to all workers except permanent workers who get 10 per cent. of their salary plus Rs. 10|- subject to a maximum of Rs. 15|-.

The company paid a bonus for the year 1943-44 equal to two months' wages to all those who had put in at least 275 days of attendance in the case of shift workers and 255 days in the case of general-duty workers who were on the rolls of the company on the date of payment.

There is no system of graded or time-scale promotion which, it is understood, is under consideration. Increments in pay are, however, given at the discretion of the management.

The wage period for the workers in the factory is either a fortnight or a calendar month. There is no Payment of Wages Act in Bundi State.

Housing.—It has already been stated that the town of Lakheri has sprung up as a result of the cement factory there. Naturally, therefore, the employers have built houses for their workers on an extensive scale. Nearly one thousand workers are housed by the company. These houses are of two types. One consists of a single-room, a verandah and a kitchen, while the second consists of two rooms, a bath room with a tap, a latrine, a verandah, a kitchen and a store room. No rent is charged. The houses are very well ventilated and lighted and excellent sanitary arrangements have been made. Electric lights have been installed in all the workers' quarters which are supplied free of charge. It is understood that the Company proposes to build more quarters for its workers with a view to housing all the labour force. In the proposed housing scheme the minimum standard laid down is a two-room quarter with all sanitary and other conveniences. The construction has already begun and is making rapid progress.

Those not living in the Company's quarters usually live in the surrounding villages in kutcha houses which compare very unfavourably with the housing provided by the employers. The workmen's quarters at Lakheri are some of the best to be seen in the country.

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* *Vide* Appendix IX (a) and (b).

Welfare Work.—The company has provided a well-equipped hospital with a qualified whole-time doctor in charge, assisted by other staff. In addition to an in-patient ward, there is an isolation ward and also an operation theatre. The employees and their dependants are given free treatment, while the indoor patients are also supplied with diet free of charge. A nurse has been employed to attend to maternity cases in the workers' quarters.

The company runs a Primary School for the benefit of the employees' children. It is proposed shortly to provide also for the higher education of the children up to the 8th class.

Extensive play grounds and a swimming pool for the use of the workers have also been provided. The employers have encouraged the employees to form a recreation club where indoor games, a library and radio facilities are supplied. The monthly subscription is As. 12 per hundred rupees of wages or salary with a minimum of As. 4 p.m. Only about a hundred employees of the company have, however, joined this club.

At present there is no canteen but it is understood that it is proposed to construct one very shortly.

As in the case of the other A.C.C.I. factories in the country, there is a Welfare and Benefit Fund here which receives an annual grant from the head office. The fund is used for giving loans to workers in need, for purchasing expensive medicines for them, etc. Occasionally compensation in excess of that laid down in the Workmen's Compensation Act is given in deserving cases. A shop is run by the company where grains, provision, vegetables, cloth, etc., are sold at cost price which is about 15 per cent. lower than the prevailing market price.

There is a Provident Fund but its membership is restricted only to monthly-rated workers on a salary of Rs. 25 or more per month. One month's pay per year is deducted from the workers' wages, while an equal contribution is made by the employers. The company's contributions, however, are payable only after 15 years of satisfactory service while for each year of service less than 15 but up to 10, a ten per cent. deduction in the company's contribution is made. Only 15 workers are at present members of the fund.

There is, however, a scheme for payment of gratuity to workers in receipt of a basic wage less than Rs. 25 p.m. The scale of gratuity is one month's pay for each year of approved service. The maximum gratuity payable is equal to 25 months' pay.

CHAPTER IX.—PATIALA STATE—SURAJPUR.

The Associated Cement Companies have a cement factory at Surajpur in the Patiala State at a distance of about 5 miles from Kalka. This factory was established in the year 1939. The total number of workers employed in it at the time of the enquiry was 1,005, out of whom 53 were females, 66 boys between the ages of 14 and 15 and the rest males. Labour is not easily available locally and nearly half of the workers have been recruited from outside, especially from Rajputana. Outside labour is paid its Railway fare by the management for coming to Surajpur.

The majority of the workers are time-rated, only 145 of the total being on piece rates. As compared to the pre-war period, employment has not shown any increase. A rather striking feature is that the factory employs

its own labour also in the quarries and only a handful of men, about 25, are employed through contractors.

Only about 6 per cent. of the workers are monthly-rated. These are entitled to a month's privilege leave with pay, 10 days' casual leave and 21 days' hospital leave in a year. They are also entitled to contribute to the Provident Fund and are given a month's notice of termination of service. Daily-rated workers and those on piece rates are not given any notice of discharge. They get 14 days' leave with pay in a year and are given the benefit of the gratuity scheme. Female workers are entitled to two months' special maternity leave and are paid during such period As. 14 per day. There is no regular system of apprenticeship but in the workshop apprentices are engaged and paid anything from As. 6 to As. 10 per day. If however, the apprentice is continued in service, his period of apprenticeship is counted towards total service.

It is reported that absenteeism is about 7 per cent. but during the harvest season, increases to about 13 per cent.

The workers are recruited through a Committee which is called a "Tribunal" consisting of the Chief Engineer and Mechanical and Electrical Engineers. All vacancies are notified at the gates. After the Tribunal selects the recruits, they are appointed, if found medically fit.

This factory has appointed no Labour Officer, nor has it any Standing Orders for regulating the relations between the employers and the workers.

Working conditions, Hours of work & shifts.—The factory is extremely well lighted and ventilated. There are three straight shifts of 8 hours each without any rest interval. There is also a general shift of 9 hours with an interval of one hour. The hours of work are also the same in the quarries.

Workers on the general shift get all Sundays as holidays, while those on continuous processes get 32 hours rest every 22nd day.

The factory provides iced water to its operatives during the summer season.

Wages & Earnings.—Since the outbreak of the War there have been no changes in the basic wages. There is no system of graded promotions but it is understood that increments are given annually in deserving cases.

A wage census of all the operatives in this factory was taken for the month of April 1944 and the following table contains information regarding wages and earnings in the principal occupations :—

TABLE X.

Table showing wages and earnings in the principal occupations in the Cement Factory at Surajpur, Patiala State.

Occupations.	Shift.	Sex.	Piece or Time.	No. of hours of work per shift.	No. of workers.	No. of samples taken.	Average daily basic wages earned.	Average daily gross earnings including overtime, allowances and bonuses.	Average daily net earnings including overtime, allowances and bonuses.	Actual average net earnings in the wage period.	Average basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.	No. of working days in the wage period.
1	2	3	4	5	6	7	8	9	10	11	12	13	14
							Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
Burners		Males	T	8	2	2	4 6 8	5 3 1	5 3 1	155 12 0	..	..	30 days
Fitters		,,	,,	10	21	21	2 1 9	2 9 2	2 9 3	65 4 11	..	..	,,
Millers			,,	8	4	4	1 12 1	2 2 3	2 2 3	61 4 10	..	..	,,
Turners		Males	,,	10 & 8	10	10	1 11 6	2 5 6	2 5 6	62 5 8	..	..	,,
Carpenters			,,	10	15	15	1 9 10	1 14 5	1 14 5	42 3 8	..	..	24 ,,
Drivers-Crane		,,	,,	8	3	3	1 3 6	1 10 5	1 10 5	45 4 3	..	..	,,
Loco		Males	,,	10	2	2	0 14 0	1 2 0	1 2 0	25 14 0	..	..	,,
Silo-Attendant			,,	8	3	3	0 11 8	0 15 10	0 15 10	29 6 4	..	..	,,
Packers			P & T	8	56	56	0 10 7	1 3 1	1 3 1	30 8 5	..	..	,,
Coolies (Mazdur) Factory		Males	,,		173	173	0 9 9	0 13 11	0 13 11	20 6 0	..	..	24 ,,
Coolies (Mazdur) Quarry ..		,,	,,		164	164	0 12 9	1 1 0	1 1 0	22 5 1	..	..	,,
Quarry		Females	P		30	30	0 10 9	0 14 9	0 14 9	21 4 5	..	..	,,
		Boys	P & T		11	11	0 6 1	0 10 2	0 10 2	16 8 6	..	..	,,
Total ..					494	494							

It will be seen that, among skilled workers, Burners receive the highest wages. A large majority of the workers are coolies and they receive about As. 10 as the basic wage. When the wage census was taken the average daily earnings of these men were As. 0-13-11. The corresponding figures for male quarry coolies were As. 12 ps. 9 and Rs. 1-1-0.

The distribution* of the frequency* of wages and earnings shows that about 63 per cent. receive a basic wage which is under As. 12 per day, while 81.4 per cent. have a daily earning below Rs. 1|4|-.

The rate of dearness allowance at present in force is As. 8 per day of attendance to all workers, except monthly rated workers who get 10 per cent. of their pay, plus Rs. 10|- with a maximum of Rs. 15|- per month.

For the year 1943-44 the company paid a bonus equal to two months' basic wages to those on the rolls throughout the year, while those who had put in between 6 and 12 months' service got one month's basic wages only. Employees with less than six months' service received no bonus.

Overtime is worked very occasionally but when worked is paid for at the rate of 50 per cent. extra.

The wage period is a calendar month and wages are paid in accordance with the Payment of Wages Act.

Housing.—Nearly 60 per cent. of the labour force is housed in the company's quarters numbering about 275. No rent is charged. The quarters are of two types : the first consisting of two rooms, a kitchen, a bath room, a store room, a flush latrine and an enclosed courtyard, and the second consisting of one room and a kitchen with free electric light. While in the former type of quarters there are separate arrangements for water and sanitation, such arrangements are common in the second type. The second type also includes 9 ' Hallman huts ' at the quarry. These are made of hollow walls to keep cool during summer and are greatly appreciated by the workers. All the quarters are clean and well ventilated, with cement flooring, and are some of the best to be found in the country. It is understood that the Company has under contemplation a scheme for extending the housing facilities provided by it. Such of the workers as do not live in the Company's quarters live in surrounding villages in their own kutcha huts which are completely lacking in any sanitary arrangements.

Welfare work.—The company maintains a well-equipped hospital for the workers and their relatives. It is in charge of a qualified doctor with suitable staff to assist him. The hospital has an operation theatre and also a maternity ward. Indoor patients are supplied, free of charge, with diet, clothing, mosquito nets, etc. At the quarry the company also maintains a well-equipped dispensary in charge of a compounder.

The company maintains a school up to the 5th standard for the benefit of the children of its operatives. No fee is charged.

The employees have formed themselves into a recreation club known as the Workers' Club. It has a Reading and a Refreshment Room, a radio, a library, provision for indoor games and also a hall for staging plays. The subscription is 1 per cent. of the pay. It is unfortunate, however, that only a very small proportion of the workers are members of this Club.

The Company has arranged for extensive playing fields and annual sports are conducted for the benefit of the employees.

A store for supplying provisions is run by the company where wheat, rice, sugar, dal and other provisions are sold at cost price which is generally 15 per cent. lower than the market price. In fixing the quota to be given to each worker, account is taken of the size of his family.

Out of the Benefit Welfare Fund of the comapny loans, free of interest, are advanced to workers in deserving cases.

There is a scheme of Provident Fund which is compulsory for all the employees getting Rs. 25|- or more, being voluntary in the case of those getting less than this amount. Daily-rated and piece-rated workers, however, are not entitled to subscribe. The monthly subscription is 1|12th of the pay and an equal amount is contributed by the company. The full contribution of the company is only payable to a worker after 15 years' of approved service, while for each year of service less than 15 and up to 10, the company's contribution is reduced by 10 per cent. for each year. Workers with less than 10 years' service are not entitled to the company's contribution. It is found that only 65 out of more than 1,900 employees are members of the fund.

Daily-rated workers are entitled after 15 years' service to a gratuity of one month's pay for each year of service, subject to a maximum of 25 months' pay.

General observations.—Surajpur is an industrial centre, pure and simple, which owes its existence entirely to the factory there. As there is no private housing available in Surajpur the management have naturally provided housing accommodation to a large proportion of their employees. In doing so, they have made adequate provision for the needs of the workers and their families and as a result, there is no overcrowding or congestion. As a matter of fact, the Surajpur housing colony presents a picture strangely in contrast with the one frequently associated with industrial housing in this country. Recreational facilities on a large scale have also been provided, although it seems a pity that the workers are not taking advantage of them on any considerable scale. There is only one matter in which this progressive company can go still further ahead in regard to their policy of workers' welfare and that is, by way of having a compulsory provident fund scheme for all its operatives, especially in view of the fact that at this centre the turn-over of labour is not too large.

CHAPTER X.—BARODA STATE—DWARKA.

Employment.—The Associated Cement Companies Ltd. have a cement factory at Dwarka in the Baroda State which was established in the year 1928. At the time of the enquiry this factory had a complement of 700 persons. It would appear that as compared to the pre-war period, the complement has almost doubled. No female labour is employed. All the workers are employed and paid directly by the factory. The turn-over of labour is not very large. A considerable number of employees of the factory or nearly 16 per cent. of the total have had a service of ten years or more with the company. There is no regular system of apprenticeship, although certain apprentices are taken for training in the workshops. All the workers are time-rated.

Hours of work and shifts.—The factory works three continuous shifts of 8 hours each.

Wages and Earnings.—It is stated that the basic wages of unskilled workers are As. 9 per day, of semi-skilled As. 13 and of skilled workers Re. 1|- per day. There have been only slight increases ranging from Anna 1 to As. 4 per day in the wages of certain categories of workers since the outbreak of the War.

The factory pays a dearness allowance varying from As. 5 to As. 8 per day of attendance. This is, however, subject to the attendance being regular.

A bonus is paid at the rate of 1|12th of the annual earnings excluding allowances, provided that the worker had attended the factory for ten months in the year for which the bonus was paid.

Housing.—No special provision has been made for the housing of the employees.

Welfare Work.—The company maintains a dispensary in charge of a fully qualified doctor. There is a grain shop at which provisions are supplied at controlled prices. This factory undertakes no other welfare work.

The factory has a Provident Fund scheme but it does not apply to the daily-rated staff. There is, however a scheme for paying gratuity, the scale being one month's salary for every year's completed service, subject to a maximum of 25 months' pay. Those who have put-in less than 10 years' service but more than three years can get gratuity equal to six months' pay only.

CHAPTER XI.—MYSORE.

Employment.—There is a small cement plant at Bhadravati in Mysore State which is attached to the Iron and Steel Works of the Mysore Government. It employs about 130 persons. Recruitment is made through the Labour Officer and departmental heads have little or no voice in the selection of the recruits. In addition to the labour directly employed by the factory, some contract labour is also employed for the construction of buildings, repair of roads and also for loading and unloading coal, fuel, cement bags, etc.

Hours of work and shifts.—The general duty shift is from 8 a.m. to 12-30 p.m. and 2-30 p.m. to 6 p.m. There are three other shifts of 8 hours each with a system of weekly change-over.

Wages and earnings.—It is reported that as compared to the pre-war period the basic wage rates have been slightly altered to the extent of about 15 per cent. There has, however, been no corresponding change in the hours of work. A wage census was conducted in this factory for the month of January 1944 and the following table briefly summarises the results of the census for the principal occupations :—*

* Appendix IX (a) and (b).

TABLE XI.

Table showing wages and earnings of workers in selected occupations in the Cement Factory at Bhadravati, Mysore State.

(Mysore Iron & Steel Works Cement Plant.)

Occupations.	Shift.	Sex.	Piece or Time.	No. of hours of work per shift.	No. of workers.	No. of samples taken.	Average daily basic wages earned.	Average daily gross earnings including overtime, allowances and bonuses.	Average daily net earnings including overtime, allowances and bonuses.	Actual average net earnings in the wage period.	Average basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.	No. of working days in the wage period.
1	2	3	4	5	6	7	8	9	10	11	12	13	14
							Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
Fitters	Continuous	Male	T	8	4	4	1 6 10	2 0 2	2 0 2	35 3 3	..	..	28
Millers	,,	,,	,,	,,	7	7	1 4 4	1 11 10	1 11 10	39 6 9	39 0 0	37 8 0	,,
Carpenters	,,	,,	,,	,,	1	1	1 4 0	1 7 1	1 7 1	37 8 0	32 8 0	37 8 0	,,
Crushing Machine Operators..	,,	,,	,,	,,	2	2	1 3 11	1 8 10	1 8 10	38 14 6	..	..	,,
Compressor Drivers ..	,,	,,	,,	,,	4	4	1 1 1	1 5 1	1 5 1	33 6 6	29 0 0	36 4 6	,,
Silomen	,,	,,	,,	,,	4	4	0 12 6	1 0 3	1 0 3	26 3 3	20 4 0	26 7 0	,,
Dumpers	,,	,,	,,	,,	11	11	0 9 11	0 13 9	0 13 9	21 6 5	16 7 0	22 9 9	,,
Coolies	,,	,,	,,	,,	18	18	0 7 4	0 10 10	0 10 10	14 3 4	11 4 5	17 1 5	,,
Total ..					51	51							

An analysis of the frequency* of wages and earnings shows that 43.6 of the workers receive a basic daily wage under As. 10, the percentage with a net daily earning of Re. 1 or below being 56.4.

Dearness allowance is paid at the rate of Rs. 7|8|- per month to those drawing Rs. 80|- and below and at the rate of Rs. 8|- to those drawing between Rs. 80|- and Rs. 100|- A bonus at the rate of one-twelfth of the annual earnings was paid to such of the employees as had put in at least 75 days' attendance during the year.

The wage period is a calendar month and wages are paid within a week or two of their becoming due. The workers are allowed two religious holidays with pay per year and also two weeks' leave with pay for every completed year of service.

Housing.—The workers have been provided with housing by the employers. The proportion of the workers in the factory housed is about 50 per cent. Workers employed by contractors are also provided with houses. The rent charged is about Rs. 1|8|- per month. The Workers' quarters are provided with electric lights.

Welfare Work.—There is adequate provision of medical facilities for employees of this factory and their families. At Bhadravati there are well-equipped hospitals separately for males and for females in charge of qualified doctors, nurses, etc. There are arrangements for the free medical examination of school children and provision has been made for both a Primary School and a Middle School in the Bhadravati area. Special arrangements exist for recreation both for the employees and their children. There is a provision store where food-stuffs are sold to the employees at cost price. A restaurant is run at the factory by the Workers' Association.

In this factory all monthly-rated employees and also workers on daily wages of As. 12 and more who have put in at least three years' service are entitled to contribute to the company's provident fund. In the case of workers getting less than As. 12 per day membership is optional. An equal contribution of one anna in the rupee per month is made both by the employers and the employees.

Those who do not subscribe to the Provident Fund are entitled to a retirement gratuity which amounts to half a month's pay for each year of service. The qualifying period is 15 years and the maximum gratuity payable is equivalent to 15 months' wages.

PART III.

CHAPTER XII.—SUMMARY AND CONCLUSIONS.

In the foregoing pages a detailed description has been given of the conditions of work and wages in cement factories in India. It remains now only briefly to summarise the main facts and to point to certain conclusions.

Judging from the numbers employed, the industry cannot be regarded as one of the principal industries in the country as it employs only about 25,000 workers. At the same time, from the point of view of the future development of the country such as, construction of roads, bridges, buildings, etc., its importance is undoubted. The industry, like the Match industry, provides another illustration of the rapid growth of an indigenous industry as a result of State aid.

During recent years, as may be seen from the figures quoted already, the industry has made phenomenal progress, its production having risen from 945 tons in 1914 to about 25 lakhs of tons in 1944-45. It has many natural advantages, such as the availability of raw materials, cheap labour, etc. Nor is it

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* Appendix IX (a) and (b).

entirely dependent on the foreign sources for the machinery required for production, because as Dr. Thomas has pointed out, many of the parts can now be locally manufactured*. Its future, therefore, seems assured. This is clear from the fact that the Associated Cement Companies, Limited, have recently announced that they propose to increase their authorised capital from Rs. 8 crores to Rs. 16 crores†. Like the Match industry, again the bulk of the cement production is controlled by one or two companies.

The size of the units varies greatly, the number employed in the smallest unit being about 124 and in the largest about 3,000.

A characteristic feature of the employment of labour is that, speaking generally, the labour required in the quarries and in the packing department is recruited through contractors. It is the exception rather than the rule that the factory management exercises any real control over the work and wages of contract labour. Some of the worst evils of sweated conditions and low wages used to prevail among contract labour in this country although, at present, such evils do not come very much to light, probably because, owing to the scarcity of unskilled labour contractors are not in a position to exploit such labour. On the whole, however, it is found that conditions of quarry labour are worse than those of workers engaged in the factories. In one of the important factories no contract labour is employed on any considerable scale and quarry labour also is directly in charge of the management. If this is possible in one centre it is a matter for consideration why this practice should not become universal. As a matter of fact, all enlightened opinion seems to be in favour of removing contract labour because it is obvious that human nature being what it is, a labour contractor would like to make as large a gain as possible for himself and he can do so only by squeezing his labour.

In the industry, as a whole, there is little employment of women and children although, in the factory at Lakheri in Bundi State, no fewer than 450 children of tender age are employed.

In most of the factories, although it was reported that labour was recruited direct by the management, actually the workers were engaged by lower subordinate officials. There were two exceptions to this in which recruitment was made through a Recruitment Board or through a Tribunal. This seems a desirable innovation for ensuring the selection of the most suitable recruits to industry.

Cement factories being continuous-process factories work all the 24 hours of the day. Usually, there are three shifts of 8 hours each without any interval and a general shift either of 8 or 9 hours. Only in two of the factories it was found that the hours per shift in the continuous-processes were 7-1|2 only with half an hour's interval and a spread-over of 8 hours.

In most of the factories visited during the course of the enquiries, the working conditions inside the factories were, on the whole, satisfactory. They are extremely well-lighted and ventilated and with the possible exception of one or two, were free from dust and noise.

In the general shift, Sunday is usually observed as a closed holiday, while for continuous-process workers there is no uniformity as regards the rest period to be given to such workers. In some cases, a continuous spell of 32 hours' rest is given after twelve days' work, while in others, after three weeks' work. Speaking generally, the arrangements made for the supply of water and

* Reports on the development of industries for War Supplies By Dr. P. J. Thomas, p. 63.

† Speech by Sir H. P. Mody, Chairman, Associated Cement Companies, Ltd., at the Extraordinary General Body Meeting, published in the Times of India, dated 28th May 1945.

sanitation within the precincts of the factories are satisfactory. In some of the factories arrangements are made for supplying iced water to the workers during summer months.

From the replies received to the Committee's questionnaire as also from the personal enquiries made, it does not appear that workers in cement factories are subject to any occupational disease. Nor is there any evidence to show that the inhaling of cement dust leads to any abnormal incidence of affection of the lungs, etc. In this connection, the Sone Valley Portland Cement Company has furnished the committee with medical opinion on the subject, an extract from which is reproduced below.

" Calcium salts are not considered very dangerous. The real enemies of the lungs are silica and certain mineral silicates. It is interesting to note, that, whereas ' fresh ' dusts are very active and dangerous, " old " dusts loose much of this quality. Biscoe and collaborators have published in 1939, that freshly fractured surfaces of silica and some mineral silicates are in a high reactive state and readily yield both alkali and soluble silica on contact with water. It is easy to imagine, that such qualities must be disturbing to the life of human tissues. The activity of freshly fractured crystals follows from the molecular structure (" lattice structure ") of such crystals. (Bragg).

It appears that gypsum has a protective action in the production of silicosis which is chiefly due to the agglutination of quartz and gypsum particles in the air. The heavy aggregates settle and thus reduce the quartz content of the air. (Haldane, Gardener).

Calcium salts are essential for the manifestations of life of every human tissue. I think, that even if an abnormal quantity of these phosphates and carbonates is thrusted on the tissues and the blood, it is comparatively easy to deal with them. The organ of elimination is the intestine, in a lesser quantity the kidney. Silica and mineral silicates are strangers to the body and hardly manageable* ".

Wages and Earnings.—In 13 factories covering about 15,000 workers or 60 per cent. of the total, a wage census was conducted and the results of the census have been briefly discussed in the appropriate sections. It is noticeable that although the bulk of production and sales of cement are controlled by a single combine and although the two main groups forming this combine have several factories in different regions, there is little or no standardization either in regard to the nomenclature of occupations or in regard to wages, even in their own units in the different centres. Standardization of wages may be a difficult problem but there is no reason why occupational nomenclature should not be standardized throughout the industry. Owing to differences in the nomenclature of occupations it has been found difficult to compile any detailed occupational tables with a view to comparing wages and earnings prevailing in the different centres in the same occupation. It has, therefore, been found necessary to prepare a frequency of wages and earnings in all these factories and a comparative table containing these frequencies will be found in Appendices IX (a) and (b). In addition, an attempt has also been made to compile a table containing figures of wages and earnings for certain selected occupations and this has been given as Appendix X. Before giving an analysis of these figures it would be pertinent to observe that owing principally to the shortage of unskilled labour during the last two or three years, many of the factories have had to change their basic rates of wages mainly for unskilled workers. These increases have varied generally from five to twenty per cent. in the case of most of the factories although in one case it was reported that the increases have been as high as 20 to 50 per cent.

* An extract from Dr. P. Feldmann's letter, dated 11th October 1941, furnished by the Company.

The following table gives in a summary form the frequency of wages and earnings in the two main groups of the industry, namely, The Associated Cement Companies, Ltd., and Dalmia Cement Ltd.:—

TABLE XII.

Income group.	Basic Wages. (% of workers to total)		Net Earnings (% of workers to total)	
	Dalmias	A. C. C. I.	Dalmias	A.C.C.I.
Under annas 8	11·94	42·4	..	8·1
As. 8 and under annas 10	34·70	14·9	4·3	25·9
As. 10 and under annas 12	10·72	10·9		
As. 12 and under Rs. 1-8-0	35·26	23·7	73·5	56·1
Rs. 1-8-0 and above	7·38	8·1	22·2	14·8
	100·0	100·0	100·0	100·0

It will be seen that so far as basic wages are concerned the largest concentration is in the group under annas 8 in the case of the Associated Cement Companies, Ltd., while it is in the group annas 8 to annas 10 in the case of Dalmia Cement Ltd. The Dalmias have also a slightly larger percentage in the wage group annas 12 to Rs. 1-8-0. Over Rs. 1-8-0, there is only slight difference between the two.

An examination of the earnings reveals that while 29 per cent. of the operatives in the A.C.C.I. factories are in the group under annas 12, all the Dalmia operatives are in a higher earning group than this.

The lowest wage level seems to prevail in the factory at Lakheri, the one at Coimbatore being a close second. In these two centres the wages of nearly 60 per cent. of the workers do not exceed annas eight per day. The basic daily rates for men and women in these two centres are annas seven and annas four respectively. Sind has the highest wage level where in the two factories studied 58.8 per cent. of the workers are found in the wage group annas 12 to annas 14 per day.

So far as earnings are concerned, in Lakheri 54.3 per cent. and in Coimbatore 52.3 per cent. of the workers earn under annas 12 per day. On the other hand, no worker in Sind received anything under annas 12 per day and even the percentage of those earning less than Re. 1 per day is as low as 1.3. As a matter of fact nearly 72 per cent. of the workers have a daily earning of Re. 1 to Rs. 1-8-0.

There is no uniformity regarding either the policy or the scale for the payment of dearness allowance as between the different factories, nor is the allowance linked to any official cost of living index number except in Coimbatore and in Guntur. Some of the Dalmia factories compile their own cost of living index number. In one factory dearness allowance is paid in kind only. The amount of the allowance comes to about annas five to annas eight per day per rupee of the basic wages in the case of daily-rated workers in most factories. Generally speaking, quarry workers get no separate dearness allowance but their wages have been revised to allow for the increase in the cost of living.

It is seen that in the industry as a whole 61.4 per cent. of the total have an earning of less than Rupee one per day, slightly over one-third of the total being in the earning group annas eight to annas twelve.

Housing.—The location of cement factories being what it is, it has been found necessary by the managements to supply housing for their operatives and it is seen that nearly 31.5 per cent. of the total labour force is housed by the employers, *vide* Appendix XI. In certain places, such as, Dandot in the Punjab, as many as 75 per cent. of the employees are housed, the smallest percentage being 7 at Madukkarai. At Rohri the percentage is 10 where the management intend to build more quarters, but are not able to do so owing to difficulty of obtaining building material. It is reported that at Wah, in the Punjab, more houses have not been provided for the workers because they prefer to live in their own *kutcha* village homes. Except in the case of the Dalmia factories where the workers are given house rent and charged rent, housing is generally free. Cement factories have naturally one advantage in building quarters for their workers which is that cement is easily available for building purposes. Apart from this, however, it must be admitted that the housing schemes for cement workers are some of the best to be found in the country and the employers have shown a great deal of imagination in the construction of the quarters in order to ensure the comfort and convenience of their employees. Two outstanding examples of excellent housing are provided by the factories at Wah and Surajpur in the Punjab. Here one finds an ordinary unskilled employee being provided with a quarter containing a couple of good living rooms, a courtyard and separate arrangements for water, sanitation etc.. It is understood that many of these factories wish to go in for further extension of building activity, but are handicapped because of the difficulties created by the War. Incidentally most of the cement factories are in the happy position of not having much difficulty in getting land for building purposes.

Welfare Work.—With the solitary exception of one or two factories, judging from the existing standards of welfare work in this country, the Cement Industry can be regarded as being well in advance of others so far as the organisation of welfare activities for their employees is concerned. Most of these Units have well-equipped hospitals in which the workers and their families are given free medical treatment. Some have canteens and almost all have clubs with indoor games, etc., and also large playing fields. Most of them run cheap grain shops, have provided educational facilities for the children of the operatives and some have even gone to the length of providing swimming pools. It must be stated in this connection that as cement factories are generally located in out of the way places where no amenities exist, welfare work by employers is not only desirable but necessary.

From the worker's point of view, a matter perhaps as important as the wages which he gets, is the provision for his future. Fortunately in the cement industry most of the Units have provided both a Provident Fund and a scheme for Service Gratuity. It is to be regretted, however, that the membership of the Provident Fund should be restricted to workers beyond certain income limits. As the bulk of the labour in cement factories is unskilled, it rarely attains these income limits with the result that majority of the employees in these factories remains outside the purview of the Provident Fund Scheme. Those, however, not covered by the Provident Fund are usually entitled to Service Gratuity schemes, while in the factories belonging to the Dalmia group wages. All the A. C. C. I. factories have both the Provident Fund and the Service Gratuity schemes, while in the factories belonging to the Dalmia group there is no system of paying gratuities, but there is a Provident Fund only, membership of which is restricted to those getting Rs. 25|- or more per month. Thus, in the case of the Dalmia group there is no effective provision for safeguarding the future of the majority of their workers.

So far as the A.C.C.I. factories are concerned, there is uniformity as regards welfare work in the various units belonging to this group. It is understood also that they have post-war programmes for widening the scope of these activities to a considerable extent.

A recent development so far as the A.C.C.I. factories are concerned is the starting of a Benefit Fund for relieving distress among the operatives working in factories attached to them. Each factory is given an initial amount and an annual subsidy as a contribution to this fund. Workers are given advances from this fund and in the case of those who are sick certain *ex-gratia* payments are also made. Similarly if it is found that the compensation obtained by the injured person under the Workmen's Compensation Act is not adequate it is supplemented by the Company from this Fund.

Judging from prevailing standards in the country, one could say that so far as working conditions, housing, welfare work, and provision for the future are concerned, this industry has done well by its labour. The wage levels in the industry, however, in spite of its sheltered position, continue to be low. Moreover, the scale of dearness allowance granted in the industry does not seem to have kept pace with the rise in the cost of living and would appear to be much lower than the scales prevailing in other organised industries in the country.

S. R. DESHPANDE,

SIMLA,
The 18th June 1945.

CEMENT INDUSTRY.

APPENDIX I.

List of Cement Factories under the control of the Associated Cement Companies, Ltd., and the Dalmia Cement Ltd.

Serial No.	Location of the Factory.	Province in which situated.	Number of workers employed as on 1st Oct. 1944.	
The Associated Cement Companies, Ltd.		*British India.*		
1	Kymore C. P.	Central Provinces	2,056	
2	Katni	Do.	557	
3	United	Do.	124	
4	Madukarai	Madras	1,133	
5	Bezwada, Kistna	Do.	558	
6	Wah	Punjab	916	
7	Khalari	Bihar	778	
8	Rohri	Sind	596	
				6,708
		STATES.		
9	Shahabad	Hyderabad State	2,973	
10	Lakheri	Bundi State	1,796	
11	Porbandar	Porbandar State	890	
12	Surajpur	Patiala State	876	
13	Banmor	Gwalior State	872	
14	Dwarka	Baroda State	713	
				8,120
		Total		14,828
Dalmia Cement Ltd.		*British India.*		
1	Shantinagar	Sind	971	
2	Dandot	Punjab	411	
3	Dalmiapuram	Madras	378	
4	Dalmianagar	Bihar	330	
				2,090
		STATES.		
5	Dalmiadadri	Jind State	292	292
		Total		2,382

APPENDIX II.

Rules governing the grant of Service Gratuity to workers in the Cement Factory of the Associated Cement Cos., Ltd., at Muduhkarai, Coimbatore District, Madras.

A scale for the payment of gratuities to retiring and retrenched employees *who are not on the Company's Provident Fund has* been fixed as

follows :—

Column I. In the case of	Column II. Period of service.	Column III. Gratuity.
Death while employed ..	From one year till death of continued and satisfactory service.	One month's equivalent pay for every one year's completed service, subject to a maximum of 25 months' pay.
Resignation with proper notice on good and sufficient grounds or dismissal on grounds of reduction in staff or continued illness necessitating resignation.	(*a*) Three years but under 5 years continued and satisfactory service.	Three months' equivalent pay.
	(*b*) Five years but under 10 years continued and satisfactory service.	Six months' equivalent pay.
	(*c*) Ten years but under 15 years continued and satisfactory service.	One month's equivalent pay for every year's completed service subject to a maximum of 25 months' pay.
	(*d*) Fifteen years and over continued and satisfactory service.	
Dismissal for causes other than reduction in staff, dishonesty, insubordination or other misconduct including unauthorised absence from work.	(*a*) Five years but under 10 years of continued service.	Three months' equivalent pay.
	(*b*) Ten years and over continued service.	Six months' equivalent pay.

No gratuity will be payable to any employee on dismissal at any time for dishonesty, insubordination or other misconduct, including unauthorised absence from work or on voluntarily leaving the company's service without proper notice.

The above scale of gratuity shall be paid to the employee or in the case of his death to his nearest relative either in one lump sum or in such proportions monthly as may be decided by the Managing Director.

No employee shall be entitled to consider that this scale of gratuities is payable to him or to his relative as a matter of right and it shall be at the discretion of the Managing Director to pay part or all of any such gratuity or to withhold payment completely.

1. Basis of payment.—The gratuity payable should be based on the rate of pay drawn by the employee at the time of termination of his service.

2. Equivalent pay.—In the case of daily-paid employees the definition of equivalent pay will be as follows :—

a. For a shift duty worker the equivalent pay will be 30 times his daily rate of wages.

b. For a general duty worker the equivalent pay will be 26 times his daily rate of wages.

No overtime or dearness allowance or any *ex-gratia* payment should be taken into account for purposes of the above computation.

Employees transferred from the daily-paid to monthly-paid Roll.—Where an employee has worked for part of his career as a daily-paid worker and is subsequently transferred to the roll of monthly-paid staff the rule shall be follows :—

The total amount which such an employee shall get will be his Provident Fund as per Rules plus a gratuity on the lines outlined in our circular letter No. ADM|GEN, 5630, dated 7th April 1943, for the number of years that he has worked as a daily-paid employee. The basis for the latter payment shall be the rate of pay the employee was drawing immediately before his transfer to the Monthly Roll.

APPENDIX III.

GUNTUR (MANGALAGIRI).

Statement showing the minimum and maximum wages fixed for occupations in the Kistna Cement Works of The Associated Cement Companies, Ltd. at Guntur (Mangalagiri).

(Exclusive of D.A.)

Serial No.	Class of workers.	Rate of Wages. Maximum. Rs.	A.	P.	Minimum. Rs.	A.	P.
1	Fitter	3	0	0	1	4	0
2	Asst. Fitter	0	14	0	0	12	0
3	Turbine Attendant	1	2	0	1	2	0
4	Switch Board Attendant	0	10	0	0	10	0
5	Fireman	2	0	0	0	15	0
6	Asst. Fireman	0	10	0	0	8	0
7	Electrician	2	0	0	1	12	0
8	Lineman	1	12	0	1	12	0
9	Asst. Wireman	1	2	0	0	14	0
10	Helper	0	14	0	0	6	0
11	Draughtsman	1	12	0	1	12	0
12	Apprentice Draughtsman	1	2	0	1	2	0
13	Greaser	0	8	0	0	6	0
14	Cleaner	0	7	0	0	6	0
15	Miller	1	2	0	0	8	0
16	Fluxo Attendant	0	7	0	0	6	0
17	Crane Driver	1	8	0	1	4	0
18	Motor Driver	1	8	0	1	8	0
19	Asst. Burner	1	2	0	1	2	0
20	Appr. Burner	0	12	0	0	12	0
21	Kiln Slurry Feed Attendant	0	7	0	0	6	0
22	Silo Clerk	1	0	0	0	8	0
23	Bag Brander	0	7	0	0	6	0
24	Grain shop keeper	1	12	0	1	12	0
25	Attender	0	14	6	0	8	0
26	Typist	2	6	0	2	6	0
27	Clerk	1	8	0	1	2	0
28	Karanam	1	3	0	1	3	0
29	Peon	0	8	0	0	4	0
30	Mali	0	12	0	0	11	0
31	Club Bearer	0	7	0	0	7	0
32	Swooper	0	7	0	0	6	0
33	Watchman	0	14	0	0	6	0
34	Workshop Boy	0	8	0	0	6	0
35	Apprentice	0	12	0	0	6	0
36	Turner	3	0	0	1	8	0
37	Asst. Turner	1	0	0	0	14	0
38	Asst. Welder	1	12	0	1	4	0
39	Tinsmith	1	4	0	0	14	0
40	Khalasi	2	4	0	0	12	0
41	Moulder	2	10	0	1	0	0
42	Asst. Moulder	1	2	0	0	12	0
43	Blacksmith	2	4	0	1	0	0
44	Hammerman	0	14	0	0	10	0
45	Carpenter	2	8	0	1	4	0
46	Asst. Carpenter	0	14	0	0	14	0
47	Pattern Maker	1	12	0	1	12	0
48	Pump Driver	0	8	0	0	6	0
49	Sampler	0	12	0	0	6	0
50	Hospital Boy	1	0	0	1	0	0
51	Zamadar	0	14	0	0	14	0
52	Dresser	0	8	0	0	7	0
53	Ayah	0	6	0	0	6	0
54	Midwife	1	0	0	1	0	0
55	Mason	1	8	0	1	0	0
56	Asst. Mason	0	9	0	0	9	0
57	Maistry	0	14	0	0	12	0
58	Mate	0	10	0	0	10	0
59	Rod Bender	0	10	0	0	10	0
60	Male Cooly	0	10	0	0	4	0
61	Female Cooly	0	6	0	0	4	0

APPENDIX IV.

Agreement of monthly-paid staff and workers in force in the Cement Works of the Andhra Cement Co., Ltd. at Bezwada.

AGREEMENT made this .... day of .... 194.... between Messrs. The Andhra Cement Co., Ltd., (hereinafter called the 'Employer) of the one part and ..... son of ..... at present residing at Bezwada (hereinafter called the Employee) of the other part.

WHEREBY IT IS AGREED AS FOLLOWS :—

1. During the term of one year from the date hereof determinable as hereinafter mentioned, the Employer will employ the employee as ..... in their factory|office at Bezwada, Kistna District.

2. The employee shall receive Rs. ..... only a month towards remuneration for his services unless the management increases or reduces the same as hereinafter mentioned.

3. The employer shall have a right to dispense with the services of or reduce the salary of the employee during the shutdown of the factory for any length of time and the employee agrees not to claim any right, salary or compensation for that period.

4. The employee will, during the continuance of the agreement, well and faithfully serve the employer and shall not enter into any other employment with or without remuneration and at all times devote his sole attention to perform the functions allotted to him to the utmost of his power, skill and ability.

PROVIDED the employer may require the employee to perform the functions of any other employee of the Company in case of an emergency and the employee agrees not to claim compensation or extra remuneration for the same.

5. The employee will not at any time except under legal process, divulge to other than the authorised officers of the company any matters relating to the said business which may become known to him by reason of his position in the service of the employer or otherwise howsoever and will be true and faithful to the employer in all dealings and transactions whatsoever relating to the said business.

6. The employee shall keep or cause to be kept all such Books of Account or other Books as the employer shall provide for that purposes and shall enter or cause to be entered therein all such particulars as the employer requires. The said Books shall be kept at the place reserved for the purpose and shall be open at all times to the inspection of the employer or any person authorised by them.

7. It shall be lawful for the employer to dismiss the employee summarily from his employment without any notice or payment of salary as hereinafter mentioned, if the employee commits a breach of any of the stipulations hereof or for wilful neglect of duty or disobedience of orders or if he should misconduct himself or where he is inefficient ; of which negligence, inefficiency, misconduct or disobedience of orders the employer will be the sole judge.

8. The employee shall be entitled to 15 days' leave during the year and the same shall include casual, privilege, sick and all other kinds of leave. Leave over and above that period shall be on loss of pay except in such cases where the employer, in their discretion grant such leave on pay. In the event of illness or other cause incapacitating the employee from attending to his duties for three consecutive weeks, the employer may determine this agreement without notice after paying arrears of salary due to the employee. The year for purposes of computing the days of leave shall be one calendar year commencing from 1st January. Leave not availed in any year shall not accrue for the succeeding years.

9. This agreement shall continue to be in force even after the term of one year expiring unless the employer gives a notice in writing to the employee terminating his services. Where the employee continues the service, it is understood that such service is subject to the same terms of service contained in this agreement and the agreement shall continue to be in force during the next year of service. It is also agreed that no other rights save those expressly mentioned herein will accrue to the employee by virtue of long and continuous service for a number of terms.

IN WITNESS WHEREOF we, the parties to this agreement, have hereunto set our respective hands at ..... this ..... day of..... 194 first above written,

FOR THE ANDHRA ENGINEERING CO., LTD.
FOR THE ANDHRA CEMENT CO., LTD.,
MANAGING DIRECTOR,
MANAGING AGENTS,

WITNESS
WITNESS

EMPLOYER
EMPLOYER

APPENDIX V.

Statement showing the minimum and maximum wage rates fixed for each occupation in the Cement Factory at Bezwada.

Class of worker.	Maximum rate of wages.			Minimum rate of wages.			Class of worker.	Maximum rate of wages.			Minimum rate of wages.		
	Rs.	As.	P.	Rs.	As.	P.		Rs.	As.	P.	Rs.	As.	P.
Crane.							*Mechanical Engineering.*						
Drivers	1	4	0	1	4	0	Blacksmith ..	1	13	4	1	0	0
Cleaners	0	10	0	0	10	0	Carpenters ..	1	8	0	1	4	0
Civil Engineering.							Coolies	0	10	0	0	10	0
Adolescents ..	..			..			Fitters	2	5	4	1	0	0
Carpenters	1	8	0	1	4	0	Semi-fitters ..	1	0	0	1	0	0
Masons	1	4	0	1	0	0	Hammermen ..	0	12	0	0	12	0
Mason Assts. ..	0	10	0	0	10	0	Moulders	1	12	0	1	12	0
Maistries	0	12	0	0	12	0	Moulder Assts. ..	0	14	0	0	10	0
Electrical.							Turners Welders ..	1	14	0	1	12	0
Electricians ..	1	10	0	1	4	0	Helpers	0	10	0	0	10	0
Coolies	0	10	0	0	10	0	Milling Coolies ..	0	10	0	0	10	0
Switch Board Operators	1	0	0	1	0	0	Millers	1	4	0	1	4	0
Wireman	1	2	0	1	0	0	Pump Fitters ..	1	4	0	1	4	0
Helpers	0	10	0	0	10	0	Mills Foreman ..	3	0	0	3	0	0
Crusher & Wash Mill.							*Packing.*						
Fitters	1	4	0	0	12	0	Asst. Silo Clerk ..	0	12	0	0	12	0
Wagon Triplers ..	0	10	0	0	10	0	Branders	0	10	0	0	10	0
Burners	2	5	4	1	5	4	Coolies (Men) ..	0	10	0	0	10	0
Clinker weighers ..	0	10	0	0	10	0	Coolies (Women) ..	0	8	0	0	8	0
Coal Pickers ..	0	10	0	0	10	0	Fitters	1	4	0	0	12	0
Coolies	0	10	0	0	10	0	Packers	0	12	0	0	12	0
Greasers	0	12	0	0	12	0	Sealing men ..	0	10	0	0	10	0
Locomotives.							Stackers	0	10	0	0	10	0
Driver	1	0	0	1	0	0	Tally Clerks ..	0	12	0	0	12	0
Cleaners	0	12	0	0	12	0	*Stores.*						
Laboratory.							Assts.	1	5	4	0	15	0
Apprentice Gauger ..	..			..			Peon	0	8	0	0	8	0
Attendants ..	0	10	0	0	10	0	*Time Office.*						
Chemist Assts. ..	2	10	8	2	10	8	Office Boy ..	0	7	6	0	7	6
Testors	1	0	0	1	0	0	Time-keeper ..	1	2	9	1	2	9
Sample boys ..	0	10	0	0	10	0	Assts.	1	2	9	1	2	9
Medical & Sanitation.							*Watch & Ward.*						
Sweepers (Males) ..	0	10	0	0	10	0	Head Watchman ..	0	8	0	0	8	0
(Females) ..	0	8	0	0	8	0	Watchman ..	0	8	0	0	8	0

APPENDIX VI.

Schedule of wage rates and dearness allowance in 1941 and revised rates as from July 1943 in the Cement Factory of Dalmia Cement Ltd., at Karachi.

Serial No.	Designation.	Grade in 1941.	Dearness Allowance 1941.	Present grade from July, 1943.	Present rate of Dearness Allowance.
1	1st Black Smith	30–3–60	12½% to 10%	70–3–100	30% to 26%
2	Pattern Maker	30–3–60	Do.	70–3–100	Do.
3	Gas Welder	40–3–70	10 %	70–3–100	Do.
4	Boiler Operator	40–4–80	Do.	70–3–100	Do.
5	Turbine Attendant ..	40–4–80	Do.	70–3–100	Do.
6	Electrician	40–4–80	Do.	70–3–100	Do.
7	Turner	40–4–80	Do.	70–3–100	Do.
8	Crane Driver	30–3–60	12½% to 10%	45–2½–70	34% to 30%
9	Switch Board Operator ..	30–3–60	Do.	Do.	Do.
10	Feed Water Operator ..	30–3–60	Do.	Do.	Do.
11	Relieving F.W.S. Attendant	30–2–50	Do.	Do.	Do.
12	Compressor Attd.	30–2–50	Do.	Do.	Do.
13	Cement Silo Attd. ..	30–3–60	Do.	Do.	Do.
14	2nd Black Smith	30–2–50	Do.	Do.	Do.
15	Asst. Turner	30–3–60	Do.	Do.	Do.
16	Moulder	30–3–60	Do.	Do.	Do.
17	Electric Welder	30–3–60	Do.	Do.	Do.
18	Mason	30–3–60	Do.	Do.	Do.
19	Carpenter	30–3–60	Do.	Do.	Do.
20	Painter	30–2–50	Do.	Do.	Do.
21	Loco drivers	30–2–50	Do.	Do.	Do.
22	Condenser Attd.	30–3–60	Do.	Do.	Do.
23	P. House Fireman ..	30–1–40	12½ %	Do.	Do.
24	Khalasi	30–1–40	Do.	45–2·1/2–70 35–1·1/2–50 30–1–40	Do. 38% to 34% 42% to 38%
25	Coal Attd.	25–1–35	Do.	30–1–40	42% to 38%
26	Crusher Helper	25–1–35	Do.	Do.	Do.
27	Carpenter Helper	25–1–35	Do.	Do.	Do.
28	Loco Fireman	25–1–35	Do.	Do.	Do.
29	Winder	40–4–80	10%	70–3–100	30% to 26%
30	Crusher Attd.	30–2–50	12½% to 10%	35–1½–50	38% to 34%
31	Granulator Attd.	30–2–50	Do.	Do.	Do.
32	Coal Miller Attd.	30–2–50	Do.	Do.	Do.
33	Asst. Moulder	30–2–50	Do.	Do.	Do.
34	Fitter	40–4–80 40–3–70	10%	70–3–100 45–2½–70	30% to 26%
35	Double C.P. Attd. ..	30–2–50	12½% to 10%	35–1·1/2–50	38% to 34%
36	Mate	30–1–40	12½ %	30–1–40	42% to 38%
37	Hammer Man	30–1–40	Do.	30–1–40	Do.
38	Flate Grate Fireman ..	25–1–35	Do.	25–1–35	46% to 38%
39	Fitter Helper	25–1–35	Do.	Do.	Do.
40	Electrician Helper.. ..	25–1–35	Do.	Do.	Do.
41	Oilman	25–1–35	Do.	Do.	Do.
42	Asst. Wireman	28–1–35	Do.	Do.	Do.
43	Relieving Oilman	25–1–35	Do.	Do.	Do.
44	Packer	40–4–80	10%	45–2½–70	34% to 30%
45	Machine Man	30–3–60	12½ % to 10%	35–1½–50	38% to 34%
46	Electrician	50–5–100	10%	70–3–100	30% to 26%
47	Miller	50–5–100	10%	Do.	Do.
48	Head Points Man Quarry ..	25–1–35	12½%	30–1–40	42% to 38%
49	Water Supply Fitter ..	30–3–60	12½% to 10%	45—2·1/2–70	34% to 30%

APPENDIX VII.

Statement showing the basic wages paid in 1938-39 *and* 1944-45 *in the Sind Cement Works, Rohri, of the Associated Cement Companies, Ltd.*

Occupations.	Basic Wage rates.	
	1938-39.	1944-45.
	Rs. A. P.	Rs. A. P.
Unskilled Labour—		
Mazdoor	0 8 0	0 12 0
Boiler Ashman	0 9 0	0 15 0
Packing House Mazdoor	0 8 0	0 14 0
Semi-skilled labour—		
Testing Boy	0 9 0	0 12 0
Greaser	0 10 0	1 0 0
Mate	0 10 0	1 4 0
Khalasi	1 4 0	1 8 0
Water carrier	0 12 0	1 0 0
Hammerman	0 9 0	0 15 0
Chowkidar	0 10 0	0 15 0
Semi-skilled Artisans—		
Mason	1 6 0	2 6 0
Carpenter	1 10 0	2 8 0
Wireman	1 0 0	2 0 0
Fireman	0 12 0	1 0 0
Asst. Fitter	1 0 0	1 4 0
Asst. Turner	0 11 0	1 8 0
Asst. Moulder	0 10 0	1 4 0
Skilled Artisans—		
Boiler Attendant	1 10 0	..
Switch Board Attendant	1 2 0	1 14 0
Fitters	1 8 0	2 8 0
Mechanics	2 0 0	..
Turners	1 10 0	2 10 0
Welders	2 0 0	3 0 0
Electricians	1 8 0	2 6 0
Moulders	1 4 0	2 8 0
Blacksmiths	1 10 0	2 10 0

APPENDIX VIII(a).

Rules of apprenticeship in the Cement Factory of the Sone Valley Portland Cement Co. Ltd. at Japla.

FORM OF INDENTURE FOR APPRENTICES.

1. The period of training will be for 3 years from the date of appointment.

2. The rate of pay will be -|8|- per day for the first year ; -|10|- per day for the second year and -|12|- per day for the third year. Overtime will be paid as per factory act.

3. Quarters will be provided if available, otherwise the apprentice will make his own arrangements.

4. The apprentice will enjoy the existing and future privileges granted to employees.

5. Fifteen days' leave with pay is granted for each completed twelve months' service, but this cannot be accumulated.

6. No apprentice is allowed to join any Union, while serving his apprenticeship or associate himself with the activities of the same.

7. The Company cannot hold out any promise of employment after apprenticeship is finished but will issue a certificate to the effect that a proper apprenticeship has been served.

8. The apprentice must sign this Indenture and agree to obey and carry out the Clauses thereof, failure so to do makes him liable to the termination

of his apprenticeship, as will also any misbehaviour, absence without leave or wilful damage to the Company's property or violation of any existing or future rules of the Company.

Signed on behalf of

THE SONE VALLEY PORTLAND CEMENT CO., LTD.

GENERAL MANAGER.

I, ... do hereby agree to and accept the above and will abide by them.

Signature of apprentice .....

Department .....

Date of appointment .....

APPENDIX VIII(b).

Table showing the daily rates of wages in the Sone Valley Portland Cement Co., Japla.

	Rs. A. P.	Rs. A. P.
Blacksmith	1 8 0	1 8 0
Bricklayer	1 5 0	1 5 0
Carpenter	1 8 0	1 8 0
Electric Fitters	2 2 0	2 4 0
Armature Winder	1 12 0	2 0 0
Fireman	0 12 0	0 12 0
Fitters	1 5 4	1 5 0
Asst. Fitters	0 9 3	0 14 0
Grosser	0 9 3	0 12 0
Apprentice Fitter	0 9 3	0 8 0
Moulder	1 0 0	1 2 0
Turner	1 14 0	2 0 0
Tindles	1 0 0	1 0 0
Millers	1 0 0	1 0 0
Munshies	1 0 0	1 0 0
Khalasies	0 10 0	0 12 0
Sweepers	0 9 3	0 10 6
Trolleymen	0 9 3	0 12 0
Coolies	0 8 0	0 10 6

APPENDIX IX (a).

Frequency table showing average daily basic wages earned by workers employed in Cement Factories.

Province.	Sind.						Punjab.								Madras.								C. P.		Bihar.		Rajputana.		Mysore.		All centres.	
Centres.	Karachi.		Rohri.		All centres in Sind.		Dandot.		Wah.		Surajpur (Patiala).		All centres in Punjab.		Beswada.		Guntur.		Trichinopoly.		Coimbatore.		All centres in Madras.		Kymore.		Dalmianagar.		Lakheri.		Bhadrawati.		
Wage groups.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.
Less than 4 As.	..	..	..	..	..	..	..	..	1	0·2	..	..	1	0·1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	87	1·4
4 As. but less than 8 As.	..	..	..	..	..	..	..	..	5	0·7	5	0·4	..	..	7	2·5	..	..	..	..	197	20·1	164	11·2	..	..	..	..	..	..	..	..	542	8·8
8 „ 8 As.	..	..	..	..	..	..	16	11·3	47	10·4	66	9·5	129	10·0	13	6·7	167	59·4	78	24·8	201	20·6	554	37·7	820	53·3	..	..	110	19·9	21	13·8	1,724	27·9
8 „ 12 As.	..	..	..	..	..	..	28	20·6	..	..	104	28	232	18·0	73	37·8	23	8	56	17·4	79	10·1	208	13·6	256	16·4	105	94	162	29·5	37	27·6	1,082	17·6
12 „ 16 As.	27	14·5	8	2·2	35	7·1	36	25·6	261	57·8	172	24·8	469	36·4	20	15·5	2	0·7	17	5·1	26	2·6	69	4·7	85	5·5	..	..	74	9·2	10	7·5	670	10·8
16 „ 14 As.	104	55·6	107	61	271	58·8	16	11·2	29	6·4	11	1·6	56	4·4	32	16·6	13	3·6	14	4·7	8	1	65	4·4	101	6·5	..	..	59	7·9	19	17·3	508	8·2
14 „ 1/-	15	8	69	39·5	84	18·2	3	2·1	24	5·3	124	17·9	151	11·7	8	4·2	9	2·1	3	1·4	65	7·1	75	5·1	60	4·3	1	0·8	11	1·6	14	10·5	402	6·5
1/- „ 1/2	10	5·4	..	..	10	2·2	8	5·6	17	3·8	10	1·4	35	2·7	10	5·2	10	2·3	8	2·6	18	2·4	34	2·7	14	0·9	1	0·8	26	3·2	7	5·4	177	2·9
1/2 „ 1/4	5	2·7	..	..	5	1·1	..	..	23	5·2	10	1·4	33	2·6	12	6·2	4	1·4	24	11·3	43	10·6	103	8·4	14	0·9	..	..	12	1·6	2	1·5	169	2·1
1/4 „ 1/8	13	6·9	17	9·8	30	6·5	6	4·2	13	2·9	28	4	47	3·7	6	3·1	16	6·2	10	14·3	37	4·7	91	6·2	78	5·5	2	1	37	3·5	14	10·5	229	4·3
1/8 „ 1/12	2	1·6	2	0·7	5	1·1	3	2·1	17	3·8	15	2·2	35	2·7	5	2·6	18	6·3	1	0·5	7	0·9	31	2·1	73	4·7	2	1	34	3·2	..	..	160	2·9
1/12 „ 2/-	2	1·6	7	2·6	10	2·2	16	11·2	11	2·9	28	4	55	4·3	..	..	10	3·5	3	2·6	5	0·6	13	1·6	28	2·5	1	0·8	12	1·1	..	..	140	2·3
Over Rs. 2	7	3·7	6	2·2	13	2·8	..	..	8	1·8	31	4·5	39	3·0	4	2·1	7	2·5	6	2·9	2	0·2	19	1·3	66	4·3	3	2·4	22	1·5	1	0·7	163	2·7
	187	100	274	100	461	100	342	100	451	100	694	100	1,287	100	193	100	286	100	210	100	810	100	1,489	100	1,520	100	207	100	6,006	100	133	100	6,313	100

APPENDIX IX (b).

Frequency table showing average net earnings of workers employed in Cement Factories.

Province.	Sind.						Punjab.								Madras.								C. P.		Bihar.		Rajputana.		Mysore.		All centres.	
Centres.	Karachi.		Rohri.		All centres in Sind.		Dandot.		Wah.		Surajpur (Patiala).		All centres in Punjab.		Beswada.		Guntur.		Trichinopoly.		Coimbatore.		All centres in Madras.		Kymore.		Dalmianagar.		Lakheri.		Bhadrawati.		
Wage groups.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.
Less than 8 As.	..	..	..	..	..	..	..	..	1	0·2	..	..	1	..	60	30·7	..	..	..	..	6	0·8	71	4·8	6	0·4	..	..	10	7·5	4	3	142	2·3
8 As. but less than 12 As.	..	..	..	..	..	..	26	4·4	89	19·8	109	8·5	34	17·6	181	63·3	32	15·2	402	31·5	609	84·2	147	9·3	..	..	494	46·8	29	21·8	1,428	12·8
12 „ 1/-	..	..	6	2·2	6	1·3	18	11·2	163	36·2	270	24·8	449	24·9	66	22·8	18	6·3	62	29·5	148	18·1	272	18·7	979	62·2	192	82·8	252	23·8	42	31·6	2,106	33·6
1/- „ 1/8	40	21·4	107	61	207	44·9	17	5·6	129	35·4	210	30·3	426	12·1	20	10·4	19	6·6	21	14·6	28	3·0	108	7·6	97	6·3	2	1·5	46	4·4	20	22·6	918	14·9
1/8 „ 1/8	112	59·9	13	4·7	125	27·1	23	16·1	23	7·2	6	0·6	69	4·7	16	8·3	4	1·4	20	4·8	160	13·2	120	9·1	84	5·4	2	1	72	6·8	13	9·8	699	7·9
1/8 „ 1/12	5	2·7	5	2·2	13	2·8	13	9·1	24	7·5	24	3·3	71	5·3	6	3·1	29	10·1	12	5·7	16	6·5	113	7·7	41	2·6	2	1	30	2·8	10	7·5	230	4·5
1/12 „ 2/-	6	3·6	68	23·4	71	15·4	9	3·6	16	3·5	38	5·5	62	4·8	1	0·5	7	2·5	10	4·8	2	0·6	23	1·6	27	1·7	1	0·8	31	2·9	..	..	249	4·9
2/- „ 2/4	13	6·9	7	2·6	20	4·3	4	2·2	8	1·8	18	2·6	32	2·5	1	0·5	21	7·3	2	1	7	0·9	31	2·1	75	4·8	1	0·8	18	1·7	4	3·0	181	3·9
2/4 „ 2/8	1	0·5	2	0·7	3	0·7	..	..	3	1·9	10	1·3	19	1·5	4	2·1	4	1·4	7	3·3	2	0·3	17	1·1	15	1·0	1	0·8	10	0·9	..	..	75	1·2
Over Rs. 2/8/-	10	5·4	6	2·2	16	3·5	19	13·2	8	1·8	21	3·5	48	3·5	..	..	3	1·1	14	6·7	1	0·1	18	1·2	66	4·3	3	2·4	19	1·6	1	0·7	108	2·2
	187	100	274	100	461	100	342	100	451	100	694	100	1,287	100	193	100	286	100	210	100	810	100	1,489	100	1,520	100	207	100	1,056	100	133	100	6,313	100

Note.—As these are all continuous process factories, the Wage Census included in one shift only.

n Cement Factories.

				C. P.		Bihar.		Rajputana.		Mysore		All centres.	
Coimbatore.		All centres in Madras.		Kymore.		Dalminagar.		Lakheri.		Bhadrawati.			
No. of work-ers.	% age.	No. of work-ers.	% age.	No. of work-ers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of work-ers.	% age.	No. workers.	% age.
..	..	..	..	..	..	..	..	86	8·1	..	..	87	1·4
157	20·1	164	11·2	..	..	..	..	369	34·9	4	3	542	8·8
301	38·6	554	37·7	830	53·5	..	..	190	18·9	21	15·8	1,724	27·9
79	10·1	201	13·6	255	16·4	195	94	162	15·5	37	27·8	1,082	17·6
20	2·6	69	4·7	55	3·5	..	..	24	3·2	10	7·5	670	10·8
8	1	65	4·4	101	6·5	..	..	30	2·9	23	17·3	546	8·9
55	7 1	75	5·1	66	4·3	1	0·5	11	1·0	14	10·5	402	6·5
26	3·4	54	3·7	14	0·9	1	0·5	56	5·2	7	5·4	177	2·9
83	10·6	123	8·4	14	0·9	..	..	12	1·0	2	1·5	189	3·1
37	4·7	91	6·2	38	2·5	2	1	37	3·5	14	10·5	259	4·2
7	0·9	31	2·1	73	4·7	2	1	34	3·2	..	..	160	2·9
5	0·6	23	1·6	38	2·5	1	0·5	13	1·1	..	..	140	2·3
2	0·3	19	1·3	66	4·3	5	2·4	22	1·5	1	0·7	165	2·7
780	100	1,469	100	1,550	100	207	100	6,056	100	133	100	6,163	10·9

Factories.

				C. P.		Bihar.		Rajputana.		Mysore.		All centres.	
Coimbatore.		All centres in Madras.		Kmyore.		Dalminagar.		Lakheri.		Bhadarwati.			
No. of work-ers.	% age.	No. of work-ers.	% age.	No. of work-ers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of work-ers.	% age.	No. of workers.	% age.
6	0·8	71	4·8	6	0·4	..	..	80	7·5	4	3	162	2·6
402	51 5	649	44·2	147	9·5	..	..	494	46·8	29	21·8	1,428	23·2
149	19 1	275	18·7	979	63·2	192	92·8	252	23·9	42	31·6	2,196	35·6
39	5·0	109	7·6	97	6·3	3	1·5	46	4·4	30	22·6	918	14·9
103	13·2	133	9·1	84	5·4	2	1	72	6·8	13	9·8	489	7·9
66	8·5	113	7·7	41	2·6	2	1	30	2·9	10	7·5	280	4·5
5	0·6	53	3·6	27	1·7	1	0·5	35	3·3	..	..	249	4·0
7	0·9	31	2·1	75	4·8	1	0·5	18	1·7	4	3·0	181	2·9
2	0·3	17	1·1	25	1·6	1	0·5	10	0·9	..	..	75	1·2
1	0·1	18	1·1	69	4·5	5	2·4	19	1·8	1	0·7	186	3·2
780	100	1,469	100	1,550	100	207	100	1,056	100	133	100	6,163	10·9

APPENDIX X.

Table showing the daily basic wages and net earnings in selected occupation in the Cement Factories at various centres.

Centres.	Occupations.													
	Burners.		Turners.		Fitters.		Drivers.		Carpenters.		Millers.		Coolies.	
	Basic Wages.	Net earnings.	Basic Wages.	Net earnings.	Basic Wages.	Net earnings.	Basic Wages.	Net earnings.	Basic Wages.	Net earnings.	Basic Wages.	Net earnings.	Basic Wages.	Net earnings.
C. P.—														
Kymore ..	4 5 8	4 12 8	2 0 7	3 1 6	1 7 4	2 5 7	1 5 6	2 2 9	1 4 9	2 1 2	..	..	0 7 4	0 13 8
	2 12 0	3 2 10	..	..	..	..	..	..	0 7 8 Ch.	0 13 8	..	(Silo)	0 15 3	1 0 11
Madras—														
Bezwada ..	2 5 2	2 5 2	1 2 0	1 5 0	1 2 9	1 5 6	1 2 3	1 5 7	1 0 0	1 0 0	1 1 1	1 3 8	0 8 1	0 8 11
	..	..	..	..	..	..	..	..	..	..	..	..	0 10 0	0 10 0
	..	..	..	..	1 8 11	1 11 5	..	..	..	..	..	..	F 0 6 0	0 6 0
Guntur ..	..	..	1 12 9	2 0 9	1 11 3	2 0 5	1 4 6	1 8 7	1 5 9	1 10 0	0 15 11	1 3 11	0 6 1	0 10 4
													0 6 9	0 10 1
													0 4 9	0 9 0
					(8 hours)									
Trichnapoly ..	1 14 2	2 10 4	2 0 9	2 14 3	1 14 4	2 10 1	1 4 8	2 0 9	1 4 7	1 15 0	1 9 8	2 9 3	0 6 8	0 11 5
					(9 hours)									
	..	..	..	..	1 5 2	1 15 2	..	..	..	..	0 10 1	1 0 3	0 7 10	0 14 7
Coimbatore ..	1 10 8	1 15 0	1 1 10	1 6 2	1 3 2	1 5 7	1 4 0	1 8 8	1 0 5	1 8 8	1 6 9	1 10 8	0 7 8	0 11 7
													F 0 4 0	0 8 6
Punjab—														
Dandot ..	..	..	..	..	1 11 8	2 11 1	..	..	1 5 9	2 3 5	..	..	0 10 0	1 2 11
Wah ..	2 3 0	2 11 0	..	..	..	..	1 7 5	1 11 5	..	..	1 13 11	2 3 5	0 9 9	0 15 4
Sind—														
Karachi ..	2 5 8	3 12 7	..	..	..	..	..	..	..	..	2 6 8	3 9 11	0 12 4	1 2 3
Rohri ..	2 6 2	2 10 4	..	..	..	..	1 12 0	2 0 0	..	..	1 13 0	2 2 11	0 12 8	1 0 0
Bihar—														
Dalmianagar ..	2 14 2	3 8 10	..	..	..	..	..	..	..	..	1 12 4	2 2 8	0 8 0	0 13 1
Surajpur ..	4 6 8	5 3 1	1 11 6	2 0 0	2 1 9	2 9 3	1 3 6	1 10 5	1 9 10	1 14 5	1 12 1	2 2 3	0 9 9	0 13 11
													0 12 9	1 1 0
													F. 0 10 9	0 14 9
													0 6 1	0 10 2
													Boys	
Bundi—Lakheri	2 0 0	2 8 0	1 12 4	2 3 0	1 14 4	2 6 6	1 4 10	1 13 0	1 9 7	1 15 6	1 6 3	1 12 3	0 4 1	0 8 2
													F. 0 5 8	0 8 11
													0 4 1	0 8 8
													0 3 0 Ch.	0 7 1
Mysore—Bhadravati.	..	..	..	..	1 6 10	2 0 2	1 1 1	1 5 1	1 4 0	1 7 1	1 4 4	1 11 10	0 7 4	0 10 10

APPENDIX IX(a).

Statement showing the proportion of workers housed.

Name of Centres.	No. of units *	Total No. of workers.	Percentage of workers housed.
1. Central Provinces—			
Kymore	1	3,422	21·7
2. Madras—			
A. Madukarai	3	2,000	7%
B. Bezwada		231	25%
C. Kistna		803	7%
3. Bihar—			
Rohtas Industries, Dalmiapur	1	520	40%
Sone Valley Portland Cement Co., Ltd., Japla	1	1,100	50%
4. Wah—Punjab	1	1,257	24%
5. Dandot	1	400	75%
6. Sind, Rohri	1	714	10%
7. Sind, Karachi	1	935	61%
8. Kheri, Rajputana States	1	1,600	63%
9. Surajpur, Patiala State	1	1,005	60 %
10. Dwaraka, Baroda	1	750	No housing scheme.
11. Mysore State, Bhadrawati	1	130	50%
Total ..	14	14,867	31·5% (weighted average).

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* No. of units surveyed—12. Information in the case of the other two units is based on the replies furnished by the Companies.

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GOVERNMENT OF INDIA

REPORT

ON AN ENQUIRY INTO CONDITIONS OF LABOUR IN THE COAL MINING INDUSTRY IN INDIA

BY

S. R. DESHPANDE
DIRECTOR, COST OF LIVING INDEX SCHEME,
GOVERNMENT OF INDIA

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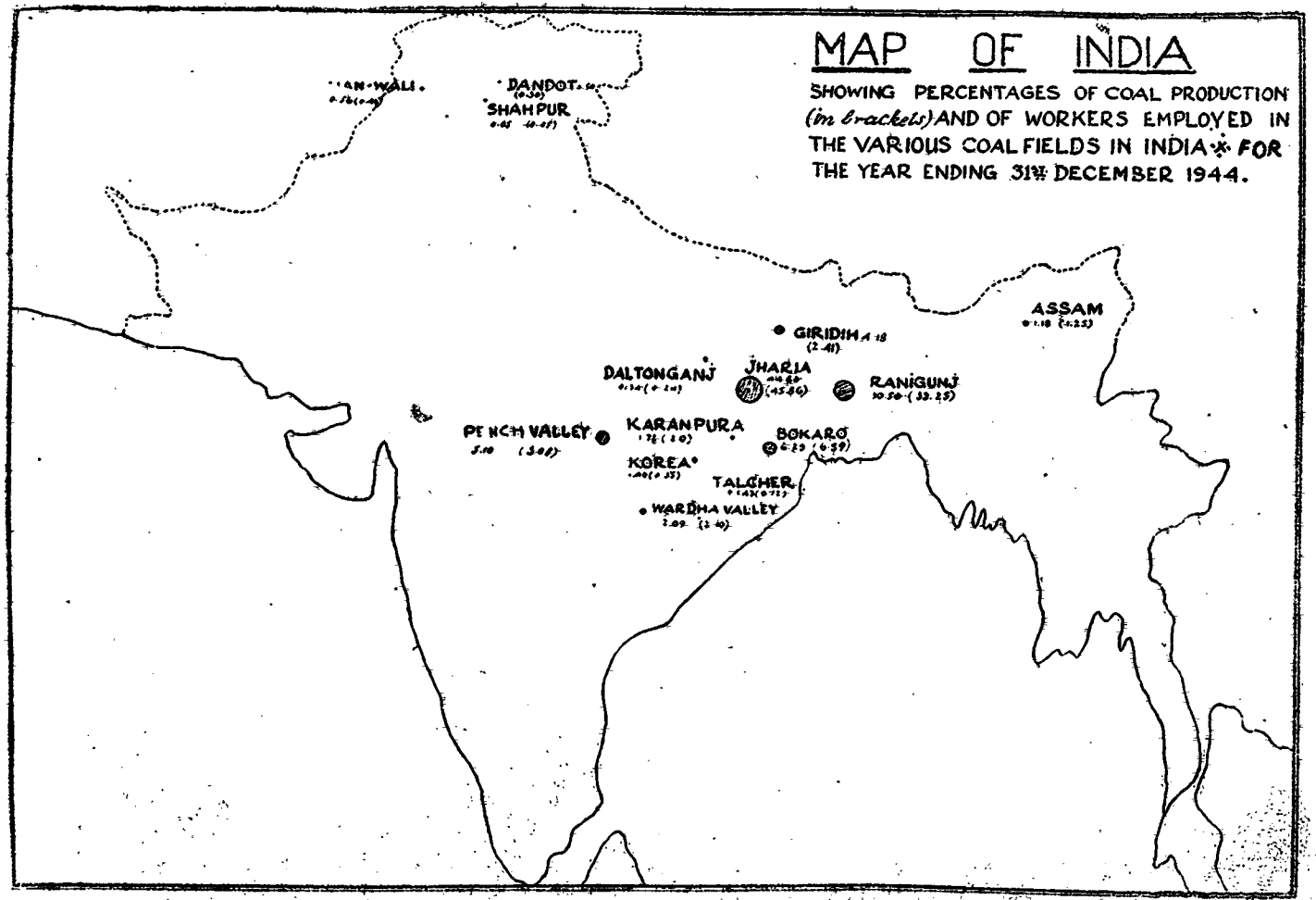

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The method of investigation adopted being intensive rather than extensive my field staff had to spend many laborious weeks and months in collecting the data. This they cheerfully did despite many difficulties such as those of finding living accommodation, food and transport, etc. in the coalfields. Among the Supervisors and Investigators entrusted with the enquiries I must make special mention of Messrs. S. R. Sundaram and D. S. Dighe, Supervisors, who were responsible for helping me in organizing the collection of the factual data in the different regions and for supervising the field work generally. From both these officers I have also received considerable help in the supervision of the tabulation of the data in my office and in the final stages of the preparation of this Report. Among the Investigators I must make special mention of Messrs. A. H. Alavi, B. N. Tewari, D. K. Khopkar and L. D. Sinha. These young men evinced great interest in the work entrusted to them and tried their best to ensure the accuracy of the information collected. To my Stenographer, Mr. V. Narayana Aiyer, I owe a large debt of gratitude for taking down the dictation of the whole of this Report which has meant for him extremely hard work over a long period of time which he did accurately, expeditiously and with good cheer. Among those who helped in the final stages of the preparation of this Report I must make prominent mention of Mr. M. P. Wanchoo, an Assistant in my office and also Mr. V. P. Ranganathan who helped in checking the typed manuscript, etc. Mr. K. D. Chatterjee, Statistician of my office, read the whole of the final manuscript of the Report and carefully examined the tabular data incorporated in it.

PART I

CHAPTER I

INTRODUCTION—(SECTION A)

Genesis of the Enquiry.—The Government of India, in the Labour Department, appointed a Committee known as the Labour Investigation Committee in February 1944. The terms of reference of this Committee will be found in appendix I. The Committee decided to undertake *ad hoc* surveys of labour conditions in several industries including coal mines. The year 1944, however, witnessed acute shortage of labour supply in the coalfields with resultant loss in production and Government, therefore, asked the Committee to postpone their enquiries into the conditions of labour in the coalfields. Accordingly, the Committee were not in a position to cover the coalfields for purposes of their investigation. Government were, however, anxious that labour conditions in the coalfields should also be surveyed and as soon as conditions were normal, asked me in October 1945 to undertake the investigation. My instructions were that in addition to an *ad hoc* survey a wage census should also be conducted in the coal fields.

For purposes of the *ad hoc* survey and the Wage Census, five Supervisors and ten Investigators were appointed for collecting the information and I myself visited the coalfields in Jharia, Raniganj and the Central Provinces and went down some 60 to 70 mines and inspected the conditions of work and wages in all these fields.

Scope and Method of Enquiry.—The method adopted for conducting this enquiry is somewhat different from the one generally adopted. That is to say, instead of obtaining a general bird's eye view by visiting a few mines and taking evidence from the different interests concerned it was decided to proceed on the basis of a proper statistical sample. Before doing so, however, it was necessary to make an exploratory survey in the principal coalfields in order to decide upon the method of sampling. This occupied nearly five to six weeks. During the survey, the Supervisors paid visits to various mines, contacted mine managers and owners, studied the location of the mines etc. Thereafter with a view to obtaining reliable and accurate data relating to wages and earnings and conditions of labour generally in the coal mining industry in India, a multi-stage sampling technique was adopted and a representative cross section of the industry sampled in the three principal coalfields of Jharia, Raniganj and the Central Provinces. The essential features of the sampling technique adopted were as follows :—

All the coal mines in these fields listed in the records of the Chief Inspector of Mines were first classified according to ownership into:

i. Private collieries,
ii. Joint Stock Companies, and
iii. Railway and Government Collieries.

Under each class, a stratified list of collieries according to the average daily number of workers employed was prepared as under :—

i.	Collieries employing	below	50	workers	daily
ii.	,,	,,	50 to 100	,,	,,
iii.	,,	,,	100 to 200	,,	,,
iv.	,,	,,	200 to 300	,,	,,
v.	,,	,,	300 to 400	,,	,,
vi.	,,	,,	400 to 500	,,	,,
vii.	,,	,,	500 to 1,000	,,	,,
viii.	,,	,,	1,000 and over	,,	,,

It was decided to take one in three collieries from among the above categories. Certain deviations had, however, to be made from this plan for certain reasons which could not be foreseen. For instance, if in the same class there were two collieries belonging to the same management another in the group was substituted. Similarly, if the selected colliery was found to be not working or its records were not available or were considered to be unreliable substitution had to take place.

The following table shows the number of mines and the number of workers employed in the coal fields covered by the enquiry and the number of mines and the number of workers sampled for the *ad hoc* survey and the wage census :—

TABLE (1)

Table showing the total and sampled number of mines and the number of workers employed in the various coalfields covered by the enquiry

Centre	* Total No of mines	Total No. employed	No. of mines sampled for		No. covered by		Percentage of column 5 to 2	Percentage of column 7 to 3
			Ad Hoc Survey	Wage Census	*Ad Hoc* Survey	Wage Census		
1	2	3	4	5	6	7	8	9
BRITISH INDIA								
Jharia, Karanpura, Bokaro, Giridih, Jainty	479	1,47,650	101	101	55,982	55,982	21·09	37·91
Raniganj	279	78,989	68	68	38,517	38,517	24·37	48·76
Central Provinces	43	18,575	32	15	19,561	8,931	34·88	48·08
Punjab	69	2,864	8	8	1,817	1,817	11·59	63·44
Assam	7	3,038	6	3	3,780	1,244	42·85	40·94
STATES								
Talcher	3	5,465	3	2	5,465	4,772	66·66	87·31
Korea	5	6,849	5	2	6,849	2,994	40·00	43·71
TOTAL	885	2,63,430	223	199	131,971	114,257	22·48	43·37

* Figures relate to 1944. † Figures relate to 1945.

It was originally intended to confine these investigations only to the principal coalfields but it was subsequently felt that in order to obtain a complete picture of the coal industry throughout India the other centres including Indian States should also be covered. Permission to visit the States was, however, received somewhat late. As regards centres in the Punjab and Assam they are situated at such long distances that it was possible within the available time to confine attention only to a few. Thus, in the case of these centres the sampling technique decided upon for the main enquiry had to be modified although as will be seen from the table above a representative sample of the workers employed in these centres has also been obtained.

A questionnaire for the *ad hoc* enquiry (appendix II) and a form for the wage census (appendix III) were drawn up after the exploratory survey in consultation with the Chief Inspector of Mines. Copies of the questionnaire were circulated to the various colliery owners' associations, associations of workers and also to those likely to be interested in the enquiry such as the Commissioners of Labour, Bengal, Bihar and the Central Provinces, the Chief Inspector of Mines, the Labour Welfare Commissioner (Coal), etc. for furnishing replies. Very few written replies were received inspite of the fact that a circular letter was addressed to all collieries requesting their co-operation and inspite also of the fact that all the associations were good enough to address their member units on the subject. It was contemplated that after the sampled units had furnished their replies, the Supervisors should personally visit such units, inspect conditions themselves, discuss the replies with the managements and the workers and make them final. However, as many of the sampled collieries failed to send in replies despite reminders,the Supervisors had to collect most of the information on the spot from the records of the mines with the permission and assistance of the colliery proprietors and managers. It must be stated here that the failure to send written replies was not due to any desire on the part of the managements not to co-operate but was almost entirely due to their other preoccupations owing to war time conditions and a general reluctance to fill up questionnaires of which they have had enough during the war period. As will be seen from a subsequent section, some of the smaller collieries failed to supply the necessary information. This was more due to the unavailability of such data rather than to anything else, and it can be said generally that the managements concerned were most helpful in furnishing the required data to the Supervisors for the *ad hoc* survey.

For purposes of the wage census it was decided to depute the Investigators to the sampled mines to copy out the data from the pay registers in the form drawn up for the purpose. Before an Investigator visited a mine he was given full instructions and his work was checked from time to time by the Supervisor in charge. At the time of starting the census in any unit, the Supervisor first of all made a few entries in the form himself for the guidance of the Investigator. This procedure is different from the one adopted in most countries where the returns are generally made by the employers themselves. Past experience in India, particularly in Bombay has, however, shown that it is much more satisfactory from the point of view of ensuring accuracy of the data to send Investigators to the concerns rather than ask them to make the returns. The wage period selected for the census was either the first or the third week of October 1945. The choice of this period was influenced by the fact that attendance during either of these weeks was comparatively satisfactory and the data could be collected for as large a number of workers as possible. In some cases some other wage period in the same month had to be adopted because

of the unavailability of the registers etc. The following summary statement shows the wage period selected for the census in the different fields :—

TABLE (2)

Statement showing the different wage periods selected for the purposes of Wage Census in different centres

Centre	1st to 6th Oct.	3rd to 9th Oct.	5 th to 10th Oct.	8th to 13th Oct.	14th to 20th Oct.	18th to 24th Oct.	22nd to 27th Oct.	25th to 31st Oct.	Total
Jharia .	5	11	3	5	2	5	60	10	101
Raniganj .	7	5	22	1	4	8	16	5	68
Central Provinces	—	—	—		1	14	—	—	15
Punjab .	1	1	1	1	1	1	1	1	8
Assam .	—	—	—	—	—	1	2	—	3
TOTAL .	13	17	26	7	8	29	79	16	195

The census covered all the workers in the sampled mines but in certain cases where the records, particularly in the case of contract labour, were confusing, data were collected only for certain occupations.

Difficulties Experienced.—The lack of uniformity and absence of standardization in the maintenance of musters and pay sheets caused no small difficulty to the Investigators in copying out the figures. The gang system of work is very common in the coalfields. The head gangman or 'Sirdar' as he is called, maintains no records of attendance of his workers. On the lower field, the cutters are paid daily, while on the Jharia field, they are paid weekly. The Sirdars' workers who work mostly as miners and loaders and to a lesser extent as trammers, do not work under the same 'Sirdar' throughout the week. The Sirdar also employs varying number of workers on different days during the week. The result of such haphazard employment in the most important occupation in the industry is that no accurate and reliable statistics of attendance, percentage of absenteeism, individual earnings etc. can be obtained. In order to get some statistics about attendance of gang workers, the Investigators had to look into the attendance bonus registers. This register is rarely maintained Sirdarwise. All the workers are entered therein without any reference to the Sirdar. This entails any amount of difficulty in collecting statistics of attendance for each worker. In view of the limited time at our disposal and the large number of collieries and workers to be covered, an attempt was made to collect the average weekly attendance for the Sirdars' workers as a whole. In the circumstances this was the only possible method which could be followed ; the inherent weakness of the 'Sirdar' system does not lend itself to the collection of proper wage data in some mines.

While many of the collieries pay directly the attendance bonus to Sirdar labour as well, they do not maintain the musters of gangmen properly or mark their attendance or disburse their wages directly and instead make payments to Sirdars for disbursement to their gangmen. The company or management disclaim all responsibility in regard to proper disbursement of wages by Sirdars to their labourers. The bulk of miners and loaders in the Jharia and Raniganj fields work under Sirdars.

Secondly, a number of pay sheets are maintained by each colliery, one for payment of basic wages with dearness allowance, another for attendance bonus and still another for payment of long lead and overtime allowances. The Investigators had to refer to all these sheets while copying the data for each worker. This necessarily involved much time.

Thirdly, in all 'Cutchi' and 'Marwari' collieries, which form more than 50 per cent of the total number of collieries in the coalfields of Jharia and Raniganj accounts are maintained in Gujarati or Marwari. No printed forms are in use and the forms are often changed.

Many collieries work overtime but it is not recorded properly. All workers doing overtime irrespective of their occupation, are put together and entered in one register. For instance, a coal cutter or loader or trammer may have worked as a roof dresser doing overtime work. In the pay sheet, nothing is recorded against his name for overtime, but in a separate register, his name will be found. Thus reference to a multiplicity of registers has thrown very heavy work on the Investigators. In the case of some raising contractors, registers are not either readily available or are not properly maintained.

Plan of Enquiry.— So far as the two principal coalfields of Jharia and Raniganj are concerned, the enquiry had to be very carefully planned out for purposes of the field work. The principal difficulty was that in both the fields several of the collieries are far away from any towns or railway lines and owing to the almost entire absence of other modes of conveyance, the field work had to be so arranged that the Supervisors and Investigators could visit the mines either on foot or on bicycles although in some cases it was found that this was impossible because of want of living accommodation and facilities for food in a central place. So far as the Jharia field was concerned, it was zoned out into six sectors and an Investigator was posted in each of these sectors. Two Supervisors were appointed for the Jharia coalfield, each being in charge of three sectors with three Investigators. In Raniganj also, the field was divided into two sectors, the Raniganj sector and the Asansol sector each in charge of one Supervisor. These two sectors were further sub-divided and one Investigator was placed in charge of each. In the Central Provinces there was one Supervisor and three Investigators. They covered the Pench Valley and also the Wardha field. The Supervisor in charge of the Central Provinces field also covered Assam and the Indian State of Talcher. It was not found possible to depute a Supervisor either to the Punjab or to the Korea State and only an Investigator visited the coal mines in these two regions.

I personally visited the three important coalfields in the months of December 1945 and January 1946. During my tour I went down several mines in all the three coalfields, inspected working conditions underground and on the surface in big and small mines, visited the workers' *dhowrahs*, saw the dispensaries and hospitals, inspected a few markets and grog shops, etc. I met most of the principal Government officials, managing agents, managers, personnel officers of the mines, etc., and had the benefit of discussions with the Jharia Coalfields and the Indian Colliery Owners' Association, Dhanbad and the Indian Mining Association, Calcutta. I also met the Chief Inspector of Mines and his assistants and certain officers of the Labour Welfare Department.

I had an opportunity also of having a talk with the Chief Medical Officer of the Jharia Mines Board of Health.

Owing to the weak organization of the labour movement in the coal industry, I made it a point to interview as many workers as possible in the mines visited and in the *dhowrahs*, dispensaries and hospitals. I also met representatives of unions at Parasia in the Central Provinces and at Dhanbad.

I paid a visit to the Rescue Station at Asansol.

This report is thus based on the information collected by my field staff, supplemented by enquiries made by me personally and such information as was supplied by the various associations, particularly the Indian Mining Association, the Chief Inspector of Mines, etc. in their memoranda. In the preparation of this report I have also made use of the findings of previous enquiries.

Previous Enquiries.—The industry has been subjected to several examinations by the Central and Provincial Governments from time to time but these have been directed principally towards the technical aspects of the exploitation of coal. The first enquiry into labour problems was made by the Labour Enquiry Commission in 1896 appointed by the Government of Bengal to ascertain the best means of supplying labour to coal mines. The recommendations of this Commission do not appear to have been acted upon to any considerable extent. Again, in the year 1905-6, officers from Bengal and the United Provinces were placed on special duty to report on the shortages of labour for organized industries. In 1919, Mr. R. I. Rees was deputed to report on the methods of coal mining in India. The Government of India appointed in 1920 a committee under the chairmanship of the Hon'ble Mr. Fowly, I.C.S., to examine the recommendations made by Mr. Rees. In 1925 a Tarifi Board was appointed to examine the claim of the industry for protection. In 1929-31, the Royal Commission on Indian Labour dealt with conditions of labour in the coalfields in their Report which was published in the year 1931. A Coal Mining Committee was appointed in the year 1937 under the chairmanship of Mr. L. F. Burrows, to examine coal mining methods and to suggest measures for improving production, etc. The Bihar Labour Enquiry Committee appointed in the year 1938 by the provincial Government made certain recommendations regarding labour in coal mines. In the Central Provinces, Messrs. Hughes and Watson made an enquiry into the conditions of labour in the coalfields there in the year 1938 and Mr. Hughes also made an enquiry in the Jharia coalfield in the year 1940 in regard to the cost of living of the workers.

INTRODUCTION—(Section B)

History and Development of the Industry.—It is unnecessary to enter into any detailed discussion of the historical development of the industry except in so far as it will enable the reader to understand how, with the march of time, this industry has become one of the major industries of the country from the point of view of affording employment to a large body of men and women in this country. A brief narrative is also called for in as much as the coal industry is a national key industry on which the growth of other heavy industries so largely depends.

According to the records of the Geological Survey of India "both in the superficial extent of its coal measures and associated rocks, and in the actual amount of its coal, India is surpassed by few countries, but with respect to the size of some of its seams it stands pre-eminent in the literature of mining."[1] The statistics of Indian coal production, however, give but an imperfect idea of its importance as a coal bearing region, because out of a total world production of 1,250 million tons, India produces only 25 million tons per annum. According to Gibson, the quantity raised in India is but a fraction of the available supply estimated at 9,085 million tons contained in some 5,000 sq. miles which the Indian coalfields are estimated to cover.[2]

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[1] Records of the Geological Survey of India, 1873, Part II, May, P. 64.
[2] The Geology of Coal and Coal Mining by Gibson, PP. 293-94.

The following tabular statement shows India's position in world production.

TABLE (3)

Statement showing production and labour force in some important coal mining countries in the world

	Great Britain	United States of America	Japan	India
Production of Coal (1938)	227,015,000 Tons	348,865,000 Tons	41,131,000 Tons (1936)	28,343,000 Tons (1938) * 23,487,571 Tons (1944)
Percentage to World Production	18	28	3·3	1·9
Average number of persons employed daily.[1]	790,888 (1938)	691,288 (1930) 531,417 (1938)	198,346 (1938)	255,364 (1938)

*World Production of Coal—1,244,000,000 Tons[2].

Location and Extent.—Geologists refer to the Indian coal strata as belonging either to the Gondwana system or to Tertiary beds. According to the Indian Coal Statistics for 1939, 98 per cent of the Indian coal is obtained from the Gondwana coalfields and 2 per cent from the Tertiary beds. All the important coal mines in Bengal, Bihar and Orissa, Central India, the Central Provinces, Eastern States Agency and the Hyderabad State belong to the Gondwana system. Those in Assam Baluchistan, the Punjab (Salt Range) Rajputana and in the North-West Frontier Province belong to the Tertiary beds.

The history of the industry starts from the discovery of the existence of coal in Bengal and its exploitation as early as in the year 1774. The Raniganj field was the first to be exploited. In the early years of the 19th century, English capital and enterprise began to extend the sphere of its influence in this field. It was not, however till the East Indian Railway opened a line as far as Raniganj in 1885 that the industry witnessed a rapid development which was further accelerated by the extension of the East Indian Railway to Barakar in 1865. The Raniganj coalfield was thus the birthplace of the coal mining industry[3].

It was only after the establishment of the Geological Survey in 1856 that the coalfields in India, particularly the one in Jharia began to be located. The East Indian Railway opened a line from Barakar to Katrasgarh in 1894 and a branch line from Kusunda to Pathardi in 1895. The Bengal Nagpur Railway also opened a main line to the Jharia field. With the extension of Railways to this field it showed a rapid development and soon surpassed Raniganj in the total output of coal. The Bokaro and Karanpura fields in which Government railway collieries are situated were geologically examined in 1866-67 and the development of the field commenced in 1915. These two fields, as will be seen from Appendix IV account for 8.5 per cent of the total production of coal in British India. The Central Provinces coalfields, which consist of the Pench Valley and the Wardha fields, were first geologically surveyed in 1856 and again as recently as in 1923 and 1925. The first mine was opened at Barkui in 1866. The development of this field has been largely due to British capital and enterprise. The first large colliery was opened at Chandameta in 1905. The extension of the Bengal Nagpur Railway and the G. I. P. Railway from Chhindwara to Barkui and Nagpur, etc., gave a considerable impetus to the development of these two fields[4].

The other centres of coal production in India are comparatively small and it is unnecessary to enter into a detailed discussion regarding their development. The Jharia coalfield is 175 sq. miles and the Raniganj coalfield is about 500 sq. miles in extent, respectively. The Karanpura coalfield, it is reported, extends over an area of about 400 sq. miles. Thus, the Jharia field, although smaller in extent is much richer in the deposits of coal.

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[1]. *Indian Coal Statistics*, 1939, p. 80.

[2]. *New Deal for Coal* by Harold Wilson (1945), p. 28, and *Indian Coal Statistics*, 1939 p. 76.

[3] Report of the Coal Mining Committee, 1937, p. 9.

[4] *Ibid.* p, 181.

Number of Collieries.—The number of collieries in a coalfield or in a country especially where the opening up of new mines or quarries is not controlled by any central authority, cannot serve as an index to the growth of the industry. However, the following table compiled from the registers in the office of the Chief Inspector of Mines, Dhanbad, which shows the number of collieries in the principal coalfields in British India during the last 15 years is of interest.

TABLE (4)

*Table showing the number of collieries in the principal coalfields in British India during the years 1930—1944**

Year	Total No. of Collieries	No. of collieries on the coal fields			
		Jharia	Raniganj	Central Provinces	Other fields
1930 . .	549	254	208	24	63
1931 . .	540	247	206	24	73
1932 . .	515	225	197	28	65
1933 . .	501	219	185	32	75
1934 . .	490	214	184	27	65
1935 . .	494	206	191	31	66
1936 . .	504	209	190	34	71
1937 . .	604	254	226	35	89
1938 . .	665	272	241	36	116
1939 . .	619	249	231	34	105
1940 . .	613	238	216	34	125
1941 . .	633	249	225	38	121
1942 . .	765	362	241	40	122
1943 . .	828	391	252	39	148
1944 . .	910	424	279	43	164

Thus, we have in the country nearly a thousand coal mines (including open workings), nearly half of which are located in Jharia. The number of collieries has increased by nearly 70 per cent. in all the coalfields excepting Raniganj, where the rise has been of the order of only 34 per cent. as compared to the year 1930 This, as will be seen from another section of this Report, is accounted for by the fact that the Raniganj field being an older field is more difficult and expensive to work because of the depths which have to be reached and also because the collieries there are in the hands of a few big well organized European hands.

Size of the unit.—The size of the unit in the industry varies widely from area to area. It would appear to be the common practice to assess the size of a coal mine according to the number of persons employed. During the present survey it was noticed that some units employed about 2,000 workers while the lowest recorded number was about a score of persons only. The average size of the unit in Raniganj is relatively larger than in Jharia. The following summary table is of interest in this connection :—

*Compiled from the records in the office of the Chief Inspector of Mines, Dhanbad.

TABLE (5)

Table showing the size of units in various coalfields in India

Name of Coalfied	Number of sampled mines	Number of Collieries employing the following number of persons							
		Below 50	50—100	100 to 200	200 to 300	300 to 400	400 to 500	500 to 1,000	1,000 and above
Jharia . .	101	3	12	18	16	14	6	19	13
Raniganj . .	68	3	4	10	12	8	9	13	9
Central Provinces	32	1	1	3	3	5	1	6	7
Punjab . .	8	2	2	2	1	...	...	...	1
Assam . .	3	...	...	1	...	1	...	1	...
TOTAL . .	212	9	19	39	32	28	6	39	30

It will be seen from the table that the average size of the unit is the largest in the Central Provinces.

Production.—The production statistics of different Indian coalfields have been given in appendix IV from which it will be seen that India produces about 24 million tons of coal as against a domestic consumption which was estimated to be 26 million tons in 1939. In that year the imports of coal from abroad had considerably diminished and were about 50 thousand tons while the exports amounted to over a million and a half tons. In regard to consumption it should be noted that 32 per cent. of the consumption was accounted for by the Railways, 25·4 by the iron and steel factories including engineering work shops, 6·9 by the cotton mills, 4·7 by brick, tile and cement factories, etc. the balance being for other industries and domestic consumption. Thus, the one largest single consumer of Indian coal are the Railways who themselves are large producers of coal.

Appendix V gives the figures of production of all the Indian coalfields from the year 1930 to 1944. According to the statistics published by the Director of Commercial Intelligence for the year 1939, out of the total production of coal in that year 88·92 per cent. was accounted for by British Provinces and only 11·08 per cent. by collieries situated in Indian States. Among the latter, the two most important centres of production are Hyderabad and Korea States. Unfortunately, figures of production in Indian States for subsequent years are not available.[1] It is seen from the figures referred to above, that while as compared to the average for 1931-35, the production of coal in Indian States rose by about 91 per cent. the corresponding percentage rise in the case of British India was about 25 only.[2]

Employment.—As regards the number of persons employed in the industry, the figure stood at 229,100 in the year 1939 for the whole of India including Indian States of whom 201,989 were employed in British India and 27,111 in Indian States. Like production figures, the employment figures for Indian States are also not available after 1939.

It may be of interest to consider here the employment position in the various coalfields in British India as compared to the pre-war year 1939. The following table shows the employment position in 1939 and 1944 in the different coalfields :—

[1]At the time of going to press, the following figures of raisings of coal in Indian States were received from the Industries and Supplies Department :—

Year	Raisings (Tons)
1940	3,184,538
1941	3,359,677
1942	3,384,919
1943	2,921,385
1944	2,477,338
1945	2,717,338

[2]Indian Coal Statistics, 1939, pp. 18-19.

TABLE (6)

Table showing the employment position during the years 1939 and in 1944 in the different coalfields in British India

Name of Centre	1939										1944									
	UNDERGROUND			OPEN WORKINGS			SURFACE			Grand Total	UNDERGROUND			OPEN WORKINGS			SURFACE			Grand Total
	Men	Women	Total	Men	Women	Total	Men	Women	Total		Men	Women	Total	Men	Women	Total	Men	Women	Total	
Bihar	71,008	..	71,008	9,127	3,985	13,112	23,196	10,884	34,080	118,200	57,962	11,565	69,527	21,555	11,902	33,457	34,407	17,453	51,860	1,54,844
Bengal	40,072	..	40,072	428	165	593	11,023	6,014	17,217	57,882	33,255	6,323	39,578	2,118	597	2,715	13,620	8,578	22,198	64,491
C. P.	9,586	..	9,586	557	465	1,022	2,777	1,170	3,947	14,555	9,035	1,263	10,298	668	527	1,195	4,061	2,158	6,219	17,712
Punjab	1,776	..	1,776	29	..	29	845	27	872	2,677	1,566	..	1,566	35	..	35	1,766	45	1,811	3,412
Assam	1,057	..	1,057	47	19	66	520	152	672	2,395	1,492	566	2,058	631	105	736	566	181	747	3,541
Other Centres	625	..	625	..	..	..	175	123	298	923	2,872	148	3,020	40	16	56	..	..	..	3,073
Total	124,724	..	124,724	10,188	4,634	14,823	38,716	18,370	57,086	196,632	106,182	19,865	126,047	25,047	13,147	38,194	54,420	28,415	82,835	247,073

It is noticeable that in all the coalfields the volume of employment has gone up considerably as compared to the pre-war period the highest percentage increase being in the Bihar coalfield. This was of the order of 31·0 per cent. while the percentage increases in the case of Bengal and the Central Provinces were 11·4 and 21·6 respectively. The increase is largely accounted for by the employment of women underground because such employment was prohibited in the year 1939. It is further noticeable that a larger increase in underground employment has taken place in centres other than Bihar and Bengal. There has been a rise in the number of workers working on the surface but the increase in the number of those engaged on open workings has been from 14,822 to 38,194 or 157·1 per cent. This rise is more pronounced in the Bihar field where the number increased from 13,112 to 33,457. As stated in another part of this report, in Bihar in recent years, several new open workings are being operated.

Of the total number of persons employed in 1944, 126,047 or 51·1 per cent. were employed underground, 82,835 or 33·5 per cent. on the surface and 38,194 or 15·4 per cent. in open workings. The following table contains details regarding underground and surface workers from 1939 to 1944:—

TABLE (7)

Table showing the number of persons employed underground, on surface and in open workings in the British India coalfields from 1939 to 1944 (1)

Year	UNDERGROUND			SURFACE			OPEN WORKINGS			GRAND TOTAL		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
1939	124,724	...	124,724	38,716	18,370	57,086	10,188	4,634	14,822	173,628	23,004	196,632
1940	129,954	...	129,954	39,884	19,458	59,342	9,193	5,222	14,415	179,031	24,749	203,780
1 1	131,386	...	131,386	41,795	21,784	63,579	10,486	6,961	17,447	183,727	28,745	212,472
1942	122,803	...	122,803	41,522	23,119	64,671	13,013	8,495	21,508	177,368	31,554	208,922
1943	113,167	7,111	120,278	41,884	24,524	66,408	12,238	7,497	19,735	167,289	39,132	206,411
1944	106,182	19,865	126,047	54,420	28,415	82,835	25,047	13,147	38,194	185,649	61,427	247,076

(1) Annual Reports of Chief Inspector of Mines.

It is noticeable that in 1944, there was a very appreciable increase in the total volume of employment although production fell by nearly 10 per cent as compared to the production for the peak year 1940. Of the total labour force of 247,076, 185,649 are men and 61,427 women. No children are allowed to work in mines although as a subsequent section will show, sometimes children are employed surreptitiously for carrying coal dust, etc. The most marked increase in employment is in open workings and on the surface. This is accounted for by the attempts of new colliery proprietors to hew coal as quickly and as cheaply as possible by going in for more surface and quarrying operations. The proportion of underground workers to surface workers in coal mines (excluding open workings) works out to about 10 : 6. The statistics published by the International Labour Office which show that out of the total workers employed in coal mines about 77 per cent. work underground and 23 on the surface [1].

Output per Man.—The conditions in different mines even in the same field differ widely but it is of interest to know the annual out put per man employed. It will be seen that the average for the whole country, taking the three important coalfields into consideration, is about 92 tons. This shows considerable fall as compared to the pre-war year 1939 when the average was 122 tons.

Royalty and Leases.—The mineral rights in the permanently settled areas of Bengal, Bihar and Orissa vest in Zamindars while in the Central Provinces the mining estates are the property of Government. In the Jharia field the land containing coal deposits belongs to two or three Rajas and a few Zamindars. On the lower field, the lands belong to two or three principal Zamindars [2]. The coal land is taken from the landlords on leases for periods of 50,99 or 999 years by the colliery proprietors. The landlords are paid a 'salami' (lump sum payment) and in addition a recurring royalty varying from as. 2 to as. 8 per ton of coal despatched. In some cases the lessees sublet their land and make it a source of considerable profit. For instance, during the present enquiry, it was found that a lessee paid to the lessor Rs. 3,000/per annum for a large mine while he was getting from the sub-lessee Rs. 15,000/per month for working in only a portion of the land!

The system and method of leasing was the subject of very adverse comment by Mr. Rees who found that the only consideration with the landlords in leasing out the lands was 'salami' and royalties [3]. The Burrows Committee of 1937 has also dealt with this aspect of the question at considerable length and the Committee recommended strongly that rationalisation and control "is the wisest policy for India more particularly at the existing stage of her political evolution"[4].

Employer's and Employee's Organizations.—So far as can be ascertained, there are three colliery owners' organizations in the industry, one representing predominantly the European interests, namely, the Indian Mining Association, Calcutta, and two others, the Indian Mining Federation, Calcutta, and the Indian Colliery Owners' Association, Jharia, representing predominantly the Indian employers' interests. The Indian Mining Association has a membership of about 100 and except for two or three units, the rest of the Members are English Joint Stock Companies. It is understood that the members of the Association control about 60 per cent: of the production of Indian coal. The Indian Mining Federation has a membership of about 300 and most of their members have their collieries in the Raniganj coalfield. The Indian Colliery Owners' Association has a membership of about 350 and its members own collieries mostly in the Jharia coalfield. It is not unusual to see the collieries in the same field being members of different associations and in some cases it was found that one colliery was a member of more than one association. There is no co-ordinated policy among the various employers' associations.

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[1] I.L.O.; The World Coal Mining Industry, Volume II, p. 6.

[2] For an informative description of the rights of the Rajas and Zamindars, see Report of the Coalfields Committee, 1920, p. 6.

[3] Rees—*Report*, 1919, p. 2.

[4] Burrows Committee Report - p.170.

The Members of the Indian Mining Association are mostly large Joint Stock Companies incorporated in England. The collieries owned by these companies are managed by firms of managing agents. As the present enquiry deals with labour conditions only, no attempt has been made to study the organization of the industry although the economic and financial structures of the industry has undoubted bearings on the lives and fortunes of the work people employed by it. This matter has, however, been closely gone into by the Burrows Committee of 1937 and it may be pertinent to quote here the following observations made by them in their Report:—

"Apart from the notorious lack of co-ordination in the coal trade as a whole or even the various groups into which it is divided, the managing agency system, though it may have answered the requirements of the coal trade as distributors and profit producers, has not been an unmixed advantage to the coal industry. In 1935, 74·75 per cent. of the Raniganj and Jharia production was raised by limited companies formed under the Indian Companies Act of 1913.....These companies are directed and controlled by business firms in Calcutta described in their Articles of Association as 'managing agents'. They are usually remunerated either by a fixed percentage on the gross proceeds on all coal sold plus a percentage on other transactions, or by a commission on raisings plus a fixed monthly sum for office expenses, or by a fixed percentage on dividends and bonuses paid to shareholders plus a fixed monthly sum for office expenses. All three methods place a high premium on high outputs, big sales and large profits, and are generally calculated to focus effort on immediate rather than future gain, it being remembered as well that these managing agents also control mills and other industrial concerns which benefit by cheap fuel.....So far as we are aware, no firm of managing agents has a technical expert on its Calcutta staff but it is from Calcutta that the policy of every Coal Company is directed in detail with primary regard to commercial considerations.....In short, to use a sporting metaphor, the coal trade in India has been rather like a race in which profit has always come in first, with safety a poor second, sound methods an 'also ran', and national welfare a 'dead horse', entered perhaps, but never likely to start.....So far as the controlling firms are concerned, a new spirit of co-operation and coordination is the first essential. Rationalization demands the fullest exercise of this spirit.....[1]."

The workers' organizations in the Coal Industry in India are in an extremely weak position. Apart from the fact that trade unionism as such is weak in this country, there are special difficulties in organizing labour in the coalfields owing to the fact that the collieries are situated at considerable distances from each other and labour is extremely ignorant and backward.

Capital Invested and Profits of the Industry.—So far as is known, there is no authoritative publication containing information regarding the capital investment in the industry which is estimated to be in the neighbourhood of about fifteen crores. Like many other industries in the country, the coal industry profited as a result of the out break of the War and according to the Review of Trade for 1941-42 the index number of profits as compared to 1928 for some 55 companies was 139·1 in 1939, 140·2 in 1940 and 115·0 in 1941 [2]. The reason for the fall in profits in 1941 was fierce internal competition resulting in a fall in the prices of coal which were then being quoted at about Rs. 2-10-0 per ton to Rs. 5/-per ton f.o.r. colliery for different grades of coal. In the year 1942 Government stepped in and controlled the prices of coal and the controlled rate is now about Rs. 8-0-0 to Rs. 13-0-0 per ton. The latest position regarding profits in some selected mines has been given in the Commerce dated 3rd November 1945 and a statement on the subject is printed as Appendix VI.

Although no reliable figures regarding profits are available there is no doubt whatever that the industry as a whole is making extremely high profits as its

[1] Report of the Coal Mining Committee, 1937, Volume I, pp. 27-30.
[2] Review of Trade, 1941-42, p.62

cost of production has not gone up anywhere near to the extent of the increase in the selling price and because of a more or less guaranteed home market.

The War and the Industry.—On the eve of the outbreak of World War II, Indian coal production amounted to about 25 million tons, the exports were 16,88,000 tons and the imports amounted to about 50,000 tons. The home demand for coal was about 26 million tons. Thus, inspite of its enormous potential resources, the industry was not in a position to meet the normal home demand, let alone to meet the demand of expansion all round in the industrial activity of the country caused by the War. The position in regard to the shortage of coal became acute in the year 1942-43 and Government had to step into steep up production. A Coal Commissioner was, therefore, appointed for improving production and distribution of coal. One of the measures recommended by the Coal Commissioner was the grant of an attendance bonus to manual workers at rates varying from as. 2 to as. 5 per day of attendance depending on the number of persons in the family of the worker and also the grant of half a seer of free rice for every day of attendance. This recommendation was, speaking generally, adopted by the industry although many of the mines did not do so. The industry also agreed to pay a dearness allowance to the workers to compensate them for the increase in the cost of living. The system of distribution of foodgrains and cloth on a rationed basis through the colliery shops was also introduced.

Under Sub-Rule 2 of Rule 81 of the Defence of India Rules, the Central Government introduced the Colliery Control Order of 1944, the main provisions of which are as follows :—

(1) The Central Government constituted a Board to be called the Coal Control Board to advise Government on all matters connected with the working of the Order.

(2) The personnel of the board was to consist of two persons nominated by the Indian Mining Association, one by the Indian Mining Federation, one by the Indian Colliery Owners' Association, one by the Central Provinces and Berar Mining Association, one by the Associated Chamber of Commerce, one by the Federation of Indian Chambers of Commerce and Industry, and one by the Indian Coal Merchants' Association. The Coal Commissioner with the Government of India, the Deputy Coal Commissioner (Production), the Deputy Coal Commissioner (Distribution), and the Joint Financial Adviser (Munitions Production) were also members of the Board.

(3) Government were authorized to fix the prices at which coal may be sold by the colliery owners, and it was laid down that no colliery owner could sell coal at a price different from the prices fixed by Government.

In order to rectify the acute shortage of labour, Government lifted the ban which had been imposed on the employment of women working underground with effect from 'November 1943. (The ban has been reimposed since 1st February 1946). This order was followed by a notification which laid down that "every woman employed underground, shall, on completion of her underground shift, be supplied milk in such quantities and at such times as may be prescribed by the Central Government from time to time".

The most striking war-time development, however, took place at the end of the year 1944 when Government issued an Ordinance for the levy of an excise duty at four annas per ton of coal despatched in order to finance labour welfare activities. They also established a Labour Welfare Department with a Welfare Commissioner in chage for the coalfields. A description of the activities of the Department will be found in the section dealing with welfare.

PART II

Factual Survey

CHAPTER II

EMPLOYMENT

Details regarding employment over a series of years have already been discussed in the Introductory Chapter. Briefly the position in regard to employment in 1944 in the various coalfields in British India was as follows :—

TABLE (8)

*Table showing the employment position in 1944 in the various coalfields in British India**

Centre	Average daily number of persons employed :—									Grand Total
	UNDERGROUND			SURFACE			OPEN WORKINGS			
	Men	Women	Total	Men	Women	Total	Men	Women	Total	
Bihar	57,962	11,565	69,527	34,407	17,453	51,860	21,555	11,902	33,457	154,844
Bengal	33,255	6,323	39,578	13,620	8,578	22,198	2,118	597	2,715	64,491
C. P.	9,035	1,263	10,298	4,061	2,158	6,219	668	527	1,195	17,712
Punjab	1,566	—	1,566	1,766	45	1,811	35	—	35	3,412
Assam	1,492	566	2,058	566	181	747	631	105	736	3,541
Other Centres	2,872	148	3,020	—	—	—	40	16	56	3,073
Total	106,182	11,865	126,047	54,420	28,415	82,835	25,047	13,147	38,194	247,073

*Figures compiled from the records in the Office of the Chief Inspector of Mines, Dhanbad.

Women Workers.—The employment of women workers is almost negligible in the Coal Industry of the World. The only three countries employing such workers are India, Japan and the U.S.S.R. The underground employment of women is generally prohibited in almost all coal producing countries [1].

It is one of the notable features of the industry in India that in the earlier stages of its development some of the important groups of workers employed in Bihar and Bengal such as Bowris, Koras and Santhals migrated in large numbers to the coal fields along with their families and worked in family groups underground. The women folk not only help their husbands in loading the coal, but sometimes work as water bailers and trammers. In the year 1915, out of the 51,477 women workers employed in the industry, nearly 69 per cent. were working underground, and the number of women for every ten men employed was 5·6. The proportion of women to every ten men rose to 6·1 in 1920. Thereafter, there was a gradual fall, this fall having become more pronounced since the enactment of the Indian Mines Act in 1923. In the year 1929, the Government of India laid down that there should, thereafter, be a progressive reduction in the number of women working under ground with a view to the complete prohibition of women's employment under ground in the year 1938. Thus in the year 1939, there were no women working under ground and the total number of women in the industry working only on the surface was of the order of about 23,000. After 1939, there was a gradual increase in the number of women employed on the surface and in 1942, over 31,000 women were employed on the surface. The ban on the employment of women underground was lifted in the year 1943 and in 1944 over 19,000 women were working underground while there was a very considerable rise in the number of women working on the surface which was about 61,055. This was largely due to the great development in the working of quarries in the years 1943 and 1944. It is noteworthy that in the Assam-mines, even after the ban was lifted no women were employed underground presumably because of the difficult working conditions. The following table is of interest in this connection :—

TABLE (9)

Table showing the proportion of employment of Women to Men in the Coalmines in British India from 1915-1944

Year	No. of persons employed underground		No. of women per 10 men working underground	No. of persons above and below ground		Total No. of Women Workers for every 10 male Workers
	Males	Females		Males	Females	
1	2	3	4	5	6	7
1915	59,118	35,596	6.0	95,433	51,477	5.6
1916	55,963	35,348	6.3	90,312	50,747	5.6
1917	56,784	37,706	6.6	95,291	56,124	5.9
1918	65,443	43,449	6.6	108,428	65,073	6.0
1919	69,786	47,089	5.8	115,955	71,367	6.1
1920	61,243	41,064	6.9	106,877	65,819	6.1
1921	66,040	42,165	6.3	115,982	70,831	6.0
1922	66,929	39,753	5.9	115,518	64,845	5.6
1923	68,173	40,136	5.8	115,968	64,083	5.6
1924	73,965	41,616	5.6	120,674	63,590	5.2
1925	70,983	39,618	5.5	112,491	54,531	4.8
1926	79,846	40,342	5.0	120,188	50,432	4.2
1927	80,178	33,845	4.2	117,820	47,446	4.0
1928	78,183	36,428	4.6	114,280	49,873	4.3
1929	85,849	29,829	3.4	123,215	42,481	3.4
1930	92,847	23,917	2.5	132,155	36,879	2.7
1931	91,035	21,099	2.3	125,805	32,462	2·6
1932	89,456	16,091	1.8	121,601	26,852	2·2

[1] The International Labour Office Studies and Reports .
The World Coal Mining Industry, Vol. II, 1938, p. 6.

1	2	3	4	5	6	7
1933	89,595	14,487	1·6	120,923	23,841	1.9
1934	95,903	12,559	1·3	128,964	22,508	1.7
1935	102,313	10,092	1·1	136,668	22,565	1.6
1936	105,413	9,228	0·8	141,586	21,403	1.4
1937	98,444	3,887	0·3	148,333	22,924	1.5
1938	120,238	35	..	177,645	23,561	1.3*
1939	124,724	..	..	178,985	23,004	..
1940‡	..	..	..	..	..	..
1941	131,386	..	..	183,677	28,745	..
1942	122,803	..	..	200,387	31,614	..
1943	153,455	10,710	0·7	173,971	39,125	2.3
1944	106,182	19,321	1·8	168,781	61,055	3.6†

**Labour in the Indian Coal Industry* by Dr. B. R. Seth, p. 140.

†Figures from 1939 to 1944 compiled from the registers in the Office of the Chief Inspector of Mines, Dhanbad.

‡ Figures not available.

Government have decided to reimpose the ban on the employment of women underground with effect from 1st February 1946. During the course of the present investigation an attempt was made to ascertain as to what was likely to be the effect of the reimposition of the ban. In this connection the following statement from the Report of the Labour Commission is of interest. "First and most obvious is the loss of wages to the women, for whom alternative employment is not available and, where these are the wives or connections of the male workers, a corresponding reduction in the family income. Against this, in the opinion of competent observers, must be set the increased effort evoked by the new conditions and greater regularity of attendance on the part of male workers.....The release of so many women of the miner's families from the industry should make possible the raising of the miner's standard of home life, with a consequent increase in their efficiency, to the benefit of employer and employed. But this advantage will not be gained without effort on the part of the employer, for, unless conditions of life on the collieries are improved, miners will not bring their women to the mining areas when their power to earn is gone, and these areas will not escape the evils resulting from a marked disparity in the sex ratio. In our opinion the introduction of improvements is not only a moral obligation but also dictated by the interest of the employer. [1]"

So far as is known, the beneficial effects anticipated by the Labour Commission as a result of the ban on the women's employment underground did not materialise.

In considering the probable effects of the ban, the following questions require to be examined.

(1) Is the work done by women underground more strenuous in character than the work they do on the surface ?

(2) Is the work done by women underground more strenuous in character than work done by women workers in certain factories such as cement factories, the building trade, etc. ?

(3) Is the work done by women underground more hazardous in character than the work on surface or in factories ?

(4) Is underground work necessarily more injurious to health than work on surface or in factories ?

(5) Are women workers underground exposed to a greater risk of assaults on heir morality than other women workers employed on surface ?

(6) As a result of the reimposition of the ban will the women workers be absorbed in other occupations in the mines or in other alternative occupations in the same area in which their menfolk are working ?

[1] Page 128 of the *Report*.

(7) If all the women do not get absorbed and assuming that the present wage levels remain constant, will the wages be sufficient for the maintenance of the whole family even at existing standards of living ?

(8) Is it possible that since the women will no longer be able to add to the family pool to the same extent as before, the miners will leave the coalfields for other avenues of employment where both themselves and their wives and other dependants will be able to find work and wages ?

The evidence gathered during the present investigation shows that except in really difficult working places or in mines having steep inclines the work is no more strenuous than on the surface. It also does not compare unfavourably with work in cement factories or in the building trade. It must be conceded that work underground in a mine is likely to be more hazardous than on the surface or in factories. An attempt was made to investigate whether work underground led to greater sickness than on the surface but no conclusive evidence could be obtained on this point nor were the doctors in charge of hospitals and dispensaries able to say anything definite on the subject. They seemed, however, generally to be of the opinion that they did not consider work underground would be more injurious to health than work on the surface. As women workers underground mostly work with their relatives or in gangs, there is no evidence to suggest that they are exposed to greater danger underground than on the surface from the point of view of attacks on their morality.

It was found that some of the larger mines would be in a position to absorb all the women workers provided they were willing to work on the surface or in other occupations such as the building of *dhowrahs*, hospitals, etc. but in most of the mines it was stated that they could not absorb all the women labour. In this connection the following press report of the replies given by the Hon'ble the Labour Member in the Legislative Assembly is of interest :—" Dr. B.R. Ambedkar, Labour Member, said that about 500 of the women workers withdrawn from underground in coal mines had been provided with work on surface. Of the other 500, about half had gone to their villages, while some of the remainder were sitting down at collieries because they were refusing contract work, *e.g.*, coal-loading. All women withdrawn from underground in the State Railway collieries had been fully employed on surface works on a permanent basis. Sites were being requisitioned for the establishment of vegetable gardens and farms in the Jharia and Raniganj coalfields, and after requisition it was intended that women excluded from underground works would be employed under the head " Malis " appointed by the Welfare Fund."*

Of the worker's family income in Jharia, about 29·11% accrues from the earnings of the women workers. It is doubtful whether as a result of the ban on the employment of women underground the men will be able to earn more. That being so, unless all these women find equally remunerative jobs or there is an increase granted in the present level of wages to the men, the inevitable result will be a fall in the income of the family and the deterioration of the family's standard of living which is already very low. It was stated by many of the mine owners that if they could not provide work for the women folk there may be a tendency on the part of the workers to migrate to a mine where both the husband and the wife will be provided with work or, failing that, to migrate to some other place where both would be in a position to find a job and wages.

On the whole, the employers are not very perturbed by the reimposition of the ban because most of them consider it a nuisance to have women working underground as they consider them to be more cantankerous than men. On the other hand, it is in evidence that the women workers are steadier in employment and often times more efficient than the men themselves. The opinion among the workers seemed definitely opposed to the reimposition of the ban and they showed considerable anxiety as to what would happen to them when the ban was reimposed. They seemed particularly worried over the fact that with the reimposition of

*Hindustan Times, dated 22nd March 1946.

ban, the wife will not get her share of half a seer of rice per day under the Young Plan and also not get clothing at concession rates or be eligible for maternity benefit at the enhanced rates for underground workers. The ban on the employment of women underground is no doubt an index of the development of the social conscience, although such reforms do, during the transitional period, cause considerable hardship to those for whose benefit they are intended.

Composition and Sources of the Labour Force.—The essential aspects of the composition of the labour force in coal mines in India have remained the same during the last half a century or so, namely, that the labour employed in the different coalfields mostly belongs to the surrounding villages and districts of the Province in which the coal mines are situated. In the Jharia Coalfield, for instance, it has been estimated that 80 per cent. of the labour employed is local in the sense that it belongs to the Province of Bihar. The important districts of the Province from which labour is drawn are Manbhum, Monghyr, Gaya and Hazaribagh. Outside the Province, the sources of labour supply are the districts of Raipur and Bilaspur in the Central Provinces, Allahabad, Partabgarh, Mirzapur, Raibareilly, Lucknow, Unao, Cawnpore and Gorakhpur in the United Provinces, Ganjam in Orissa, Naokhali in Bengal, and Lahore and Amritsar in the Punjab. Outside labour, however, forms, as stated already, a very small proportion of the total.

The composition of the labour force is extremely heterogeneous in character consisting as it does of aboriginals, semi-aboriginals and non-aboriginals who cannot be styled as either.

The Census Report of 1921 contains a list of the number of workers in the industry according to tribes and communities to which they belong, from which it is seen that out of about a lakh of workers in the Bihar field, the aboriginals form 25 per cent. semi-aboriginals about 7 per cent. and other communities about 68 per cent.

The *Bauris*, a semi-aboriginal tribe were the earliest miners in the Jharia coalfield and are still noted for their skill and hard work. Since the opening of the East Indian Railway in 1890, the aboriginals from Chhota Nagpur such as Santhals and Koras started coming into the field. In the course of time, other aboriginals such as Bhuiyas, Mundas and semi-aboriginals such as Nunias, Beldars Meahs, Dosadih, Chamars, Goala, Ghatwals, etc. entered the coalfields in increasing numbers. Since the early years of the development of the industry, certain castes and tribes have shown special aptitude for particular types of operations in the mines. For example, Santhals and Majhis are known to be good pick miners. So are the *Bauris* and Koras. Bhuiyas and Rajwars are mostly employed as loading coolies and trammers. Among earth cutters and surface workers, there is generally a predominance of Beldars and Nuniyahs. Among skilled workers such as Engine Khalasis, etc. *Bauris* and Meahs (or Julahas) are to be seen prominently. The Bilaspuris have a reputation for C.P. (compressed pellets or country-powder) blasting.

Intensive enquiries made during the present investigations showed that with the exception of a few mines in which machine cutting was being done, in about 90 per cent. of the cases, coal cutters were Santhals and Bauris. The composition of the labour force and sources of labour supply are more or less the same in Raniganj as in Jharia. In Raniganj, however, Santhals from Santhal Parganas appear to be predominant. According to Dr. Seth, "in Bengal coalfields 7·5 per cent. of the colliery labourers were drawn from the districts other than the coal districts, about 33·9 per cent. were imported from Bihar and Orissa and only about 2·1 per cent. came from provinces other than Bengal and Bihar."[1]

In the Central Provinces, in the Pench Valley coalfield, about 40 to 50 per cent. of the workers can be regarded as being permanently settled. The others come from the neighbouring districts or States such as Saugor, Rewa and from the United Provinces. The bulk of the settled labour is aboriginal in character being Gonds, Mawasi, Mahar. Among the coal cutters, the majority are from Allahabad, Unao,

1. Labour in Indian Coalmines by Dr. B. R. Seth. p. 27.

Fatehpur and Bilaspur. The loaders are generally local. Coal cutters from the United Provinces are mostly Lodh, Pasi, Chamar and Mohamedans while those from Bilaspur are Ravidas, Kunbi and Teli. In the Wardha field, the local labour is about 10 per cent. of the total and most of the workers are imported from Hyderabad State. They speak Telugu and are generally skilled workers. Some Marathi speaking workers drawn from the surrounding villages are also to be seen working in the collieries in the Chanda district.

In the Punjab, workers employed in the Jhelum district and at Mianwali are mostly local Muslims. The principal sub-caste amongst local labour are Rajas, Pollies, Mochis and Musalis. In the Shahpur district the labour is both local and immigrant, coming from Punch in Kashmir State. They are mostly agriculturists who work in mines by rotation so that their agricultural operations may not suffer. Some of the workers at Mianwali come from Kohat and Bannu districts.

The bulk of the labour employed at Cherapunji in Assam is Nepalese while a large proportion of the labour at Ledo is recruited from what is known as down country, *i.e.*, Santhals. The following tabular statement shows the type of labour employed in the different mines in Assam :—

TABLE (10)

	Nepalese	Pathans including Makranies	Down country *i.e.*, Santhal etc. (T.D.L.A.)	Local Nagas	Khasis	Sylhettis
A.R.& T. Co. . .	621	388	1,362	597	..	..
Nazira Coal Co.	30	16	125	16	..	25
Cherapunji . . .	101	..	..	..	33	..
(Total 3314) . .	752	404	1,487	613	33	25
Percentage to total . .	22·7	12·2	44·7	18·8	0·9	0·7

Recruitment.—Owing to the shortage of local labour the question of recruiting labour from outside has been the subject matter of discussion in the coalfields now for nearly half a century. For instance, the Labour Enquiry Commission of 1896 was called upon to consider the question of the best means of supplying labour to the coal mines in Bengal and made certain recommendations in this behalf. They came to the conclusion that there should be a common agency for the supply of labour for the mines and further that the North Western Provinces and Oudh would be the main fields for recruiting labour for the Bengal coal mines.[1]

The system of recruitment followed in the principal coalfields have been (a) the zamindari system and (b) the non-zamindari system. The early system of recruitment was the zamindari system according to which workers from outside were tempted to the coal mines by the offer of cultivable lands. This system was largely responsible for the recruitment of Santhals in the Raniganj field and also to a certain extent in the Jharia field. On the Giridih field too, lands were offered resulting into a more or less settled labour force. The creation of tenancy with colliery service was commented upon by the Royal Commission on Indian Labour[2] and the Bihar labour Enquiry Committee[3] as being an undesirable form of contract. The zamindari system has, however, become more or less defunct.

In the Jharia coalfield, the following systems of recruitment prevail :—

(*a*) Direct recruitment,

(*b*) Indirect Recruitment by (1) Recruiting Contractors, Commission Contractors, and Sirdars,

1. Page 23 of the Report.
2. Report of the Royal Commission on Indian Labour, page 119.
3. Bihar Labour Enquiry Committee, vol. I, p. 187.

(2) Managing contractors,
(3) Raising contractors,
(4) Raniganj Coalfield Central Recruiting Organization, and
(5) Directorate of Unskilled Labour Supply.

In regard to direct recruitment many of the collieries have in their employ recruiting Sirdars, Jamadars or Chaprasis who are paid every month. They are sent to the villages to secure labour and are paid all recruiting expenses. In regard to the indirect method of recruitment the organization set up in the Raniganj coalfield as also the organization for securing unskilled labour supply will be dealt with in subsequent paragraphs. The functions of the different types of contractors in regard to recruitment will also be dealt with in the section dealing with contractors. Recruitment through miners' Sirdars is more or less the general practice in collieries. These Sirdars are paid recruiting expense and in addition a sirdari or commission at Re. 0-0-6 per tub of raisings while the other collieries pay no recruiting expenses but pay the Sirdars about Re. 0-1-3 per tub of coal cut and loaded. It has been found almost impossible to make a proper enquiry into recruiting expenses owing to the complete lack of uniformity in the systems followed. The cost per ton of coal on account of recruiting expenses seems to vary in the Jharia coalfield from Re. 0-1-2 to about Re. 0-4-0, and the cost of recruitment per worker seems to vary from about Re. 1/ to about Rs. 4/ according to the agency employed for recruitment. Recruitment expenses consist of cost of feasts arranged in villages by Sirdars, conveyance allowances for bringing the labour from villages to the collieries, *khoraki* or daily allowance for the day they arrive at the collieries and a small advance of a few annas to enable them to buy a few earthen pots.

The system of recruitment in the Raniganj Coalfield is more or less similar. Out of the 33 collieries for which an attempt was made to collect accurate information on this subject it was found that 9 collieries utilize the services of recruiting Sirdars, 18 make the recruitment with the assistance of paid recruiters and recruiting Sirdars, four make recruitment through recruiters only and two employ commission contractors for the purpose. Two important groups of collieries make use of a Central organization for recruitment, namely, Raniganj Coal-field Central Recruiting Organization. In Raniganj the average recruitment expenses for 13 selected mines seem to vary from Re. 0—2—7 per ton to Re. 0—5—3 per ton.

In the Central Provinces there is no uniformity in regard to the method of recruitment as between mine and mine. Recruitment is done either by the mines themselves or by contractors where they are employed. In the former case, recruiting Sirdars on a commission basis are employed generally by recruiting agents of the managements who are sent out to get the necessary labour. The method of remunerating such Sirdars are (a) the payment of a commission and (b) monthly payment. Thus all recruitment is made through some intermediary or another. The recruiter or the agent visits the villages, makes advances to the workers for paying off their debts, etc., pays their railway fare and *khoraki* and brings them to the coalfields. Messers. Shaw, Wallace & Co., have started a Central recruiting bureau at Allahabad with ecruiting Officer at its head and two recruiting Sirdars to assist him. This sta.. is paid on a monthly basis and supplies most of the coal cutters to the collieries under the management of this company. The labour recruited through these agents is paid their railway fare and also a week's *khoraki*. Sometimes they are supplied with certain items of cloth. One big concern in the Pench Valley reported that they experienced no difficulties in recruiting labour as they got the necessary supply of labour at the gate of the mine. This was due to the fact that this mine pays a higher rate of wages than the others. Some of the smaller concerns in Pench Valley adopt a novel method of recruitment, which is to pinch the labour recruited by other collieries. It was stated that an attempt had once been made by the Central Provinces mine owners to establish a Labour Exchange Bureau but that owing to disagreement between the mines the attempt did not succeed.

In the Punjab, whenever outside labour has to be recruited, munshis and agents are sent to the recruiting centres. The workers are given advances, sometimes extending to Rs. 100 to Rs. 200/ and these are then deducted from the wages. The labour coming from Punch and Kashmir States comes alone while that from kohat or Bannu comes with families and cattle.

In Assam five out of the six mines covered for purposes of the enquiry follow the same method of recruitment which is somewhat as follows :—

Recruitment is done through the Tea Districts Labour Association so far as Sarkari Labour is concerned. In the four collieries of the Assam Railways and Trading Company at Ledo, it is understood that the cost per Nepali recruit comes to Rs. 25, for Pathans including Makranies to Rs. 50 each, for down country recruits recruited through the Tea Districts Labour Association to Rs. 80 and for local labour from Sylhet Rs. 15. The average cost per recruit during the year 1944 was about Rs. 40.

The recruits are provided with free food on the journey and on arrival at Ledo each worker receives certain articles of food. An advance of Rs. 2 recoverable in four instalments is also paid to each worker on arrival. For their return journeys arrangements are made at any time they desire to go provided they notify their Labour Officer personally of their wish to do so. Any worker who becomes physically unfit to work is repatriated when fit to travel at the company's expense. There is also a provision that any worker who has done 420 days' work will be repatriated at the company's expense.

At Cherapunji, where all the labour is employed through contractors, the contractor recruits his workers through Sirdars. The contractor pays the recruiter Rs. 40 per mensem and he has to bear the expenses of getting the men.

The Raniganj Coalfields Central Recruiting Organization.—In order to ensure a steady flow of labour in the coalfields and to keep down the dislocation caused by seasonal migration, the Raniganj Coalfields Committee set up in 1945 an organization called the Raniganj Coalfields Central Recruiting Organization. The facilities provided by this organization are available to collieries on both the upper and the lower fields. Under this Scheme, two officers, have been appointed to coordinate the work of recruiting and a Labour Officer with staff has been stationed in about eight depots. Whenever a colliery requires labour, the colliery manager sends a Sirdar to the Labour Officer of one of the recruiting depots with an amount to be paid as advance. Labour is then brought from the villages and fed at the depot, the expenses being met by the depot in the first instance. The necessary transport is then arranged and the labour is sent with the Colliery man together with particulars of the workers sent. It was stated by one of the colliery managers that about 25 per cent. of the labour so recruited leaves within the first week of arrival. Very few of the mines appear to have taken advanatage of this experiment and as it was started only last year, it is too early to make any estimate of its utility or success.

Directorate of Unskilled Labour Supply.—One of the developments in the coalfields in regard to the recruitment of labour owing to the exigencies created by the War has been the intervention of Government for meeting the scarcity of labour supply in the Bengal and Bihar coalfields. The position in regard to the raisings had become alarmingly serious in the year 1943 owing to the acute shortage of coal mining labour which had gradually drifted to military and aerodrome construction works in the vicinity of the coalfields in Bengal and Bihar.

Government therefore passed an order called the Labour Recruitment Control Order, 1944 in November 1944. This is printed as Appendix VII.

The object of this order was "To achieve full man power control in respect of unskilled labour." The order was intended mainly for ensuring adequate labour supply for the collieries in Bengal, Bihar and the Central Provinces. It provided *inter alia* for the licensing of Contractors for supply of labour in the controlled districts. This order was cancelled in October 1945.

In 1944, a Directorate was, therefore, set up for purposes of recuitment and by September of that year about 12,000 labourers had been brought into the coalfields, particularly from the United Provinces. The figure of imported labour reached its peack to-wards the end of 1945 when it amounted to about 30,000, from which

date it gradually dropped to a target figure of 15,000 in July 1946. This labour is given a much higher remuneration and its cost is partly met by Government

The labour, with the exception of two or three thousand, is employed on open quarrying sites cutting the exposed coal and loading it into tubs for eventual despatch. In February 1945, the average tonnage of coal cut and loaded weekly by this labour was some 8,500 tons, the figure being 40,000 tons per week in December 1945. In addition, an average of 1,000 wagons are loaded weekly by this labour force and about 3,000 workers are also employed underground. It is estimated that on cutting coal in open quarry sites the average output per labourer per day is 1·4 tons and on loading wagons the average number of men employed is four per wagon. Such labour is employed underground mainly on loading machine-cut coal. The present enquiries suggest that Gorakhpuri labour has been found to work satisfactorily in one of the bigger mines while the other mines have reported that this labour is in no way superior to local labour and in certain respects, inferior to it.

The labour consists only of males. It is recruited in the United Provinces on six months' agreement and is despatched from the labour depot at Gorakhpur to Dhanbad, from where they are distributed as required to the different camps. At the time of leaving the United Provinces each labourer is supplied with one blanket, two Mazri uniforms and one Chattai mat. On arrival at Dhanbad, they are accommodated in different temporary camps of basha type huts or brick-built barracks. They are fed on the communal system having usually a small meal early in the morning before proceeding to work and two meals during the day.

Gorakhpur labour recruited through this agency receives a basic wage of annas 12 per day *plus* what is known as a production bonus of annas 4 per day. This bonus does not relate to any standard output. In addition to this, the free rations given to them cost on an average 10½ annas per day per worker. On the weekly rest day the labourer receives annas twelve. Sick workers receive free medical attention and annas 8 per day. Most of the workers are time-rated but those engaged on coal cutting and wagon loading are given a specific task.

The Directorate has now made certain proposals to Government regarding re organization. Under the proposed scheme it is suggested that recruitment should be carried out by the Directorate through Sirdars through a depot which should be set up in United Provinces on the lines of the Tea Districts Labour Associations' recruiting depots.

In the case of the Gorakhpuri labour they are paid directly by the Directorate which submits a bill of labour cost to the collieries and quarries which employ this labour.

Although recruitment by Government for the needs of private industry has been due to the exigencies of the War, the experience gained is likely to be of considerable value to the industry itself in that a large body of workers who have been agriculturists have now received training in mining operations not merely in loading and unloading but also in coal cutting which can be regarded as a skilled occupation. Provided that the conditions of work and wages are made sufficiently attractive the chances are that a certain proportion of these workers may wish to settle down in the coalfields and take to mining as a vocation in their life. This is all to the good in view of the perpetual shortage of labour supply during certain parts of the year which has been a feature of the industry now for nearly a century. The workers recruited through the Directorate who may continue to stay on in the coalfields will thus be able to fill up the gap of those who migrate to their villages during particular seasons of the year. At the same time, it must be remembered that there must be a definite relation between the wages such labour is able to obtain and those prevailing in the industry because if there are wide disparities between the two this will either result in the levelling up of the wages of the existing labour force or cause acute discontent amongst them. The present remuneration of these workers

is much in excess of the prevailing standard and the opinion in the trade is that the industry will not be in a position to pay the present rates.

Employment Exchanges.—The whole position regarding the recruitment and supply of labour in the coalfields is haphazard and chaotic. The industry has so far relied almost entirely in the capacity of low paid persons like Sirdars and Munshis to recruit labour and keep the mines going. As will be seen from the Section dealing with migration, the dislocation caused to the industry by seasonal migration of cutters is very serious during certain months and it would appear that a concerted effort is necessary to deal with the problem of ensuring a steady and regular flow of new recruits to the industry which will settle down there and look upon it as their only means of subsistence in life. Recruitment through petty officials like Sirdars and Munshis often leads to bribery and corruption and instances are not wanting in which an unwilling worker from village is lured away to a mine with false promises of high wages and pleasant conditions of work. Therefore, it seems clear that an organization such as the Employment Exchange would have to be set up not on the coalfields but in labour supply centres like Gorakhpur, Giridih, Centres in Central Provinces, United Provinces, etc. This will be as much in the interest of labour as of the industry itself.

Enticement of Labour.—In all the principal coalfields there was sufficient evidence to suggest that some colliery owners had no qualms of conscience in luring way labour recruited by a neighbouring mine by offering the incentive of a slightly higher wage. I was informed, however, that such labour always went back to its former employer. In any case, this is not a very sound practice which should prevail in an organized industry and there is no reason why the employers should not come to an understanding amongst themselves, as the tea planters in Assam have done, not to employ labour which has been recruited by another concern in the same district. This can be done by the introduction of a system of discharge passes and also by a gentleman's understanding to return labour which on investigation is to be found to have been recruited by another colliery.

Migration.—The problem of the seasonal migration of the workers in the industry is more than half a century old and has been the subject matter of discussion by all those who have dealt with the labour problem in the industry.

The accepted view regarding migration is that the coal worker, particularly the coal cutter and loader, is an agriculturist first and an industrial worker afterwards. This particular point will be examined in greater detail in a subsequent paragraph. According to the Report of the Bihar Labour Enquiry Committee (page 187), prior to 1930, an increased proportion of labour was tending to settle down with their families permanently on the fields but since the depression of 1929-30 which forced down earnings, due to cuts in wages and the exclusion of women from uuderground work which began in 1930, there was again a gradual drift back to the villages. During the last two or three years also the miners seemed to be more keen in not neglecting agriculture in their villages primarily for two reasons :—

(1) the high prices which can be obtained for paddy, and

(2) to ensure that they would have supplies of rice to last them for four to six months in view of the prevailing scarcity and high prices and bad quality of rice supplies.

It was noticed in one of the big coal mines in Raniganj and also in the railway collieries which have made lands available to the workers in the neighbourhood of the colliery that during the agricultural season, most of the workers concentrated on their lands and failed to put in an appearance in the mine. It seems clear, therefore, that in the present rates of paddy, those who have about three to four *bighas* of land either given to them by the colliery or owned by them in their villages find agricultural operations much more profitable than work in the mines.

The following summary table analyses the replies to the questions in the Questionnaire relating to migration.

TABLE (11)

Table showing the percentages of migration in different periods in various coalfields

Coalfield	Percentages of migration in different periods.		
	March—April	June—July	October—November or November—December
Jharia	..	30 to 45	25 to 45
Bokaro	..	40	20
Raniganj	..	40	50
Central Provinces	25	30	50
Assam	..	35	40 to 50

It is clear from the above table that except in the Central Provinces, where seasonal migration takes place thrice a year, in the other coalfields the workers migrate in considerable numbers twice a year, once in June—July for sowing and again in October—November—December for harvesting. Over one-third to one-half of the workers leave the mines, all generally about the same time.

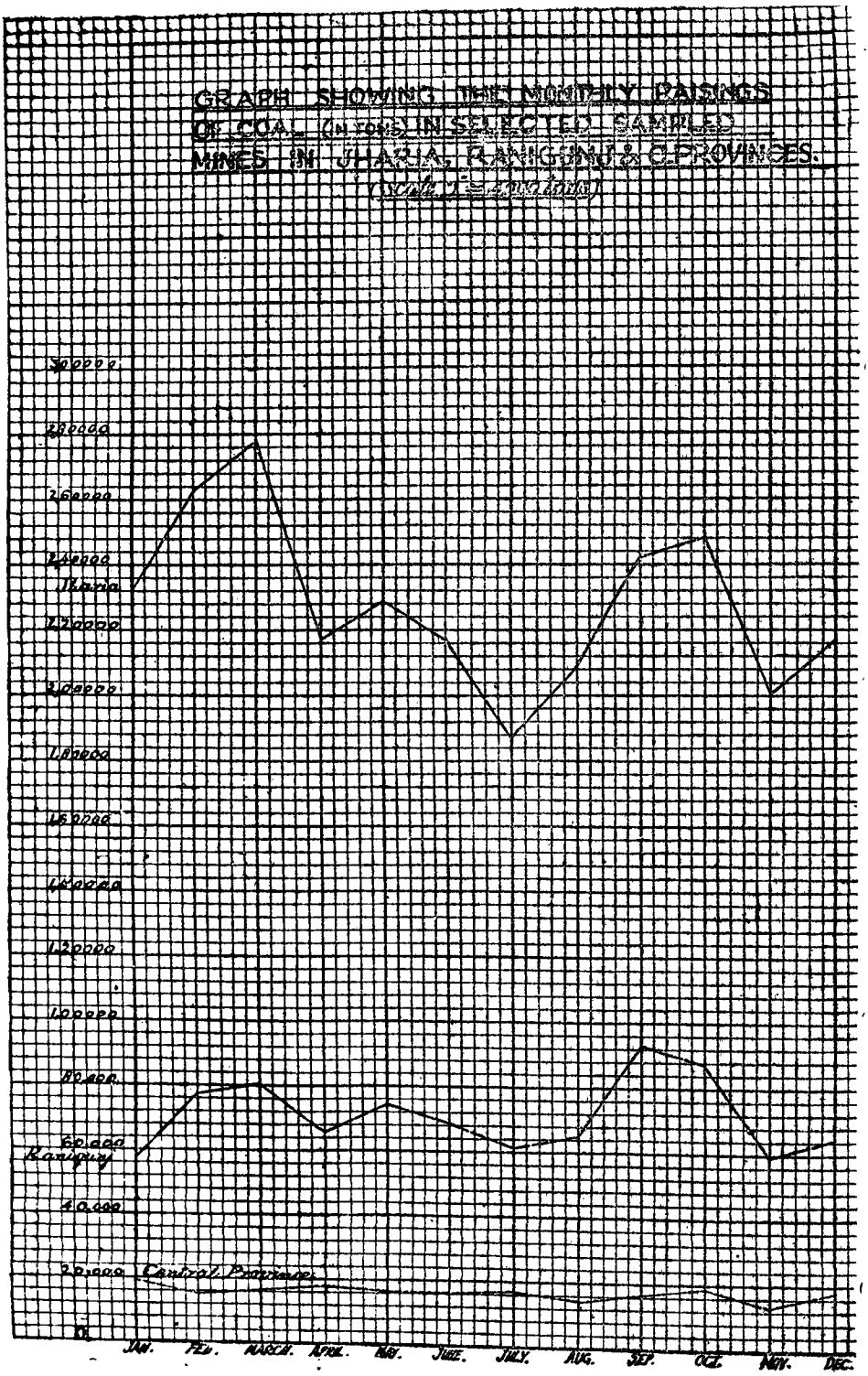
The Bihar Labour Enquiry Committee has in its Report published a chart† dealing with raisings in the year 1937. Figures collected during the present enquiry which are presented in the following table more or less bear out the findings of the Bihar Committee.

†Report of the Bihar Labour Enquiry Committee, p. 186.

TABLE (12).

Statement showing the monthly raisings from January to December 1945 in the principal coalfields covered by the enquiry.

Year 1945.	Jharia Coalfield.		Raniganj Coalfield.		Central Provinces.		Punjab.		Assam.¶	
	Number of Collieries to which figures relate.	Raisings in tons.	Number of Collieries to which figures relate.	Raisings in tons.	Number of Collieries to which figures relate.	Raisings in tons.	Number of Collieries to which figures relate.	Raisings in tons.	Number of Collieries to which figures relate.	Raisings in tons.
January . . .	79	2,32,239	29	57,613	6	19,509	4	9,347	2	1,960
February . . .	79	2,62,933	29	77,165	6	15,223	4	10,230	2	2,112
March	79	2,77,855	29	80,200	6	16,014	4	13,607	2	2,468
April	79	2,17,511	29	65,844	6	17,400	4	11,238	2	1,959
May	79	2,28,575	29	74,362	6	16,491	4	8,781	2	2,464
June	79	2,17,748	29	68,272	6	16,276	4	5,853	2	2,407
July	79	1,87,887	29	61,670	6	16,515	4	3,664	2	1,906
August . . .	79	2,09,826	29	65,034	6	14,687	4	3,256	2	2,203
September . . .	79	2,42,217	29	92,707	6	16,599	4	4,160	2	2,609
October . . .	79	2,48,111	29	87,520	6	18,483	4	6,879	2	1,974
November . . .	79	2,00,659	29	59,758	6	12,696	4	7,773	2	2,158
December . . .	79	2,17,226	29	64,432	6	18,318	4	10,178	2	2,248


GRAPH SHOWING THE MONTHLY RAISINGS OF COAL (IN TONS) IN SELECTED SAMPLED MINES IN JHARIA, RANIGUNJ & C.PROVINCES.
(Scale 1" = 20,000 tons)
300000
280000
260000
240000
Jharia
220000
200000
180000
160000
140000
120000
100000
80,000
60,000
Raniganj
40,000
20,000
Central Provinces.
0
JAN.
FEB.
MARCH.
APRIL.
MAY.
JUNE.
JULY.
AUG.
SEP.
OCT.
NOV.
DEC.

It will be seen that there is a considerable fall in the raisings during the sowing and transplanting season from May to July and again during the harvesting season, namely, November, December and January. This, however, varies slightly from centre to centre depending upon the agricultural season. During the present investigation it was found that in the month of November and December in some small mines there were no miners at all. The drop in raisings is generally much less in collieries which are engaged on depillaring where C. P. blasting is done by Bilaspuris who are more or less permanently settled and do not get back to their villages for seasonal agricultural operations.

Seasonal migration of labourers is also a problem in the coal mines in Assam. It is reported that the workers leave the mines in large numbers in July and August and also in October and November. Workers employed in the coal mine at Cherapunji generally leave during these periods for picking oranges, while those in other parts of Assam leave in connection with the agricultural operations.

The following chart represents graphically the effect of seasonal migration on production.

According to the estimates obtained from the collieries the following are the proportions of permanently settled labour in the important coalfields :—

TABLE (13).

Statement showing the percentage of permanently settled labour force in different coal fields.

Centre.	Percentage.
Jharia	25 to 45
Bokaro	40 to 75
Giridih	70
Raniganj	30 to 50
Central Provinces	40 to 50
Punjab	40 to 50
Assam	30 to 45

Apart from seasonal migration, workers who come from the surrounding villages as most of the Bauris, Santhals and Koras do, visit their village homes practically every month and sometimes even during the weekends, either for agricultural purposes or for festivals. In the coalfields, the impression prevailing among the managements appears to be that the miners visit their village homes because they are agriculturists at heart and also because of their craving to get away from the mine and be among their fellowmen in their villages. Many managers also stated that since the workers' needs were very few and they had no idea of a standard of living, they did not calculate the cost of such exoduses and preferred to go back to their villages. In the following paragraph, an attempt has been made on the basis of the statistical data collected to ascertain the position in this matter.

No difinite evidence has so far been available in regard to the causes of migration. Inspite of efforts made, however, to find out as to the percentage of workers who own land and go to their villages for sowing and harvesting no conclusive evidence could be obtained on this point. In order, therefore, to reach some difinite conclusion on the subject, a special tabulation was undertaken of the family budgets collected at Jharia under the Government of India's Scheme already referred to. This enquiry was conducted during the year 1945 in the course of which 1398 budgets were collected. Of these, 623 were for coal cutters and loaders. An analysis of the budgets shows that 47.35 per cent. of the workers own land and the average holding comes to 4.18 *bighas*. Only a small proportion of these, however, or about 1/3 go to the villages during the two agricultural seasons. About 5 per. cent of the workers not owning land also go to the villages during the sowing and harvesting season, presumably for some land-lord in the village. In a majority of the cases as will be seen from the table below the visits are paid to see the family. Thes

visiting the villages do so about thrice a year and the duration of the visits of those who visit the villages during agricultural operations comes to slightly over 56 days, or more than two working months. The above analysis seems to disprove the belief popularly held that most of the miners own land and repair to their villages for agricultural operations. It seems clearly to show that while a proportion of the miners do so, in a considerable number of cases, the visits are not related to agricultural operations but are for private purposes and are thus capable of being regulated by a systematic effort to regulate leave. It is no doubt true that workers belonging to a particular village prefer to go all together but this is a matter which, it should not be difficult to regulate by means of propaganda and rules.

TABLE (14)

Table showing details of migration of coal cutters and loaders at Jharia coalfields

Number of workers examined.	Number of workers owing land.	Total area of land.	Average land in case of (2)	Number of workers owning land who paid visits during the agricultural season.	Number of workers having no land who paid visits during the agricultural season.	Number of workers who paid visits during periods other than agricultural operations.							Total number of workers who paid visits.	Total number of visits paid for all purposes.	Duration of visits of these workers who visited during the agricultura operations.
						To see family.	To attend Marriages.	To rest & for change of climate.	To look after land take share etc.	Sickness	Funerals	Others			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
623	295	1234 bighas approximately.	4·18 bighas	90	16	212	34	15	13	9	3	41	369	1,202	days 5,992
	47·35 per cent.			30·51 per cent.	5·42 per cent.	263 workers pay visits for the above purposes.								3·26 visits per worker.	56·53 days per worker.

Total Number of Budgets = 1,398.
Total Number of Coal cutters and loaders = 623.
Total Number of Coal cutters and loaders living with families = 480.
Total Nimber of Coal cutters and loaders living singly = 143.

The impression gathered during the course of this investigation on the subjec of migration is that the industry as such is reconciled to the present helpless position and is accepting it as a fact that migration will take place and there will be a fall in raisings during particular seasons. Except for certain developments arising out of war conditions, such as the establishment of a Directorate of Unskilled Labour Supply, to which reference has been made in the section dealing with recruitment, and sporadic efforts made by a few mine owners to get labour from the Central Provinces and the United Provinces, no energetic measures in this direction have so far been taken. This is rather surprising since seasonal migration of the workers has been known to be one of the most acute problems of the industry and has received consideration from time to time now for nearly fifty years. The Coalfields Committee of 1920 made the following observations on this subject :—

" It is for the industry ..... gradually to convert into a skilled mining community a population which was once wholly, and is still partly, agricultural ."[1]
Some suggestions for improving the position were also made by Mr. R. I. Teharne Rees in 1919 who advocated better working and living conditions in the coalfields the grant of land to the miners near the coalfields and also the establishment of mining settlements round about the mine with adequate transport and other facilities.

The Government of India have recently considered this question and as a pa t of their programme for welfare work have under consideration the construction of mining settlements in the Jharia and Raniganj coalfields, details regarding which have been given in the chapter dealing with welfare work. The foregoing discussion makes it more than clear that for nearly four to five months in the year there is very considerable dislocation of production in most of the coal mines and this must in deed be a great drag on the industry. It is thus obvious that this is a very uneconomical way of running the mines and the problem of ensuring for the industry a steady labour force is of vital importance. Enough has so far been said about the backwardness of the workers, of their fondness for their village and cultivation, their low standard of living, etc. At the same time, it must be remembered that the Maghis, Santhals and the Bilaspuris are some of the finest miners and most admirable men, conscientious, scrupulous, honest and skilled. Their weaknesses are many but so are their merits. The problem, therefore, is whether so admirable a band of workers could be permanently harnessed to the industry. As stated already, this problem has been before the employers for more than half a century now and little has so far been accomplished. It is thus clear that if reform is to be brought about a well directed and energetic effort by the State is called for. The probable lines of reform appear to be somewhat as follows :—

Firstly, there is no gainsaying the fact that the living and working conditions in coal mines are at present so unattractive that it is no wonder that the worker tries to get away from his working place as long as he can and as often as he can. Moreover, recently owing to the high prices of cereals, agriculture has become more remunerative than work in the mines even for those who do not own any land. Immediate improvement in the conditions of work and wages, therefore, is the first desideratum for dealing with this matter.

Secondly, the *dhowrahs* which have been erected for the workers are mere apologies for homes. In this connection, attention might be drawn to the system being followed in the Giridih coalfields of supplying building material to the workers and allowing them to build their own homes in which they take pride. Such a system could usefully be followed in other coalfields provided, of course, that some specifications are laid down for the erection of the dwellings. A pride in a man's home is the surest safeguard against his leaving it.

Thirdly, the existing atmosphere and outlook in the mining settlements is so drab and dreary that few human beings would have any inducement to continue for long spells of time in these. Inspite of the ample supply of water available in coal-mines it is surprising that there are so few trees planted in the coal areas.

1. Report of the Coalfields Committee, 1920, .

Fourthly, in most of the mining areas apart from the bazaars situated at a distance of a few miles, there are no amenities of civilized life. Moreover, so far no arrangements exist whatever for the worker's recreation such as playing fields, reading rooms, radios, athletic performances, etc.

It is appreciated that for reforms in the above direction considerable amount of money will have to be spent but as stated in the section dealing with welfare, it will be seen that in most countries of the world in coal mining areas, expenditure on welfare work is regarded by the employers as an essential investment for securing the requisite production.

These measures by themselves may not solve the problem wholly and may have to be supplemented by action in other directions as well. For instance, as stated in the section dealing with recruitment, a net work of employment exchanges in the recruiting areas as also of labour welfare centres in the coalfields themselves may in normal times help considerably in reducing the labour turnover in coal mines. A national key industry like this should also have a proper system of apprenticeship and training such as, for instance, the one prevailing in countries like the U. K. If, as is apparent, total reliance on local labour results in such tremendous dislocation in production, the obvious way out is to attract labour from other Provinces such as the Central Provinces and the United Provinces and offer them inducements to settle down on the coalfields. In fact, in mines in which a considerable proportion of Bilaspuri labour is being employed, the dislocation of production is not so great.

Contract Labour.—A striking feature of the industry is that unlike most industries in the country it employs a series of middlemen known as contractors, in connection with the work in the mines. The following tabular statement shows the number of workers employed directly and indirectly by the sampled mines in the Jharia, Raniganj and Giridih coalfields :—

TABLE (15)*

Name of coalfield	No. of sampled mines	No. employed in sampled mines	No. employed and paid directly	No. employed and paid in directly	No. employed indirectly but paid directly
1	2	3	4	5	6
Jharia	108	53,423	33,500 (62·9)	19,117 (35·8)	716 (1·3)
Raniganj	67	35,354	18,781 (53·12)	16,074 (45·47)	499 (1·41)
Giridih Bokaro	4	22,824	3,815 (16·7)	19,003 (83·3)	6
Total	179	111,601	56,186 (50·4)	54,194 (48·5)	1,215 (1·1)

It will be seen that in the Railway Collieries about 83·2 per cent and in Raniganj nearly half the labour is employed indirectly. In Jharia 47 mines or 43·5 per cent of the sampled units were employing all the labour direct, the corresponding figures for Raniganj being 17 mines or 25·3 per cent of the total

These contractors are of the following types :—

1. Raising contractors,
2. Commission contractors,
3. Petty contractors, and
4. Managing contractors.

* Figures in brackets indicate percentages.

Raising Contractors.— The raising contractor is usually a person who recruits the labour required for the whole or part of the operations in a mine and supervises their work. His function is to get the coal cut and loaded into wagons at an agreed rate. Many of the raising contractors were formerly landlords who had a certain amount of influence on the villagers whom they brought to the mines for working there. In the early stages of the development of the industry a large part of the output of coal was obtained by labour employed by raising contractors. It is estimated that in 1929-30, the raising contractors were responsible for raising 70 per cent of the coal in the Jharia field and 40 per cent. on the Raniganj field. The Royal Commission on Labour in India had some critical comments to make on the system of raising contractors and their observations on the subject may be quoted here. "Both in law and in fact the manager is responsible for the safety of the workmen; he determines where coal shall be worked and his decisions have the closest effect on the security of the miner. But even the safety men are not the manager's subordinates, being selected and paid by the contractor. The Law also holds the manager responsible for compliance with its provisions in respect of hours of work, holidays, the employment of women, etc. As a rule he has also responsibility for housing and other matters (*e.g.*, water supply) affecting the welfare of the worker outside the mine. Yet he has ordinarily no responsibility for the selection of the workers, the distribution of their work, the payment of their wages or even the numbers employed. We believe that, whatever the merits of the system in primitive times, it is now desirable, if the management is to discharge completely the complex responsibilities laid upon it by the Law and by equity, that the manager should have full control over the selection, hours of work and payment of the workers. On all grounds, we recommend the gradual supercession of the raising contractor as such, and the substitution of what is known as "Sarkari working"[1]. The Bihar Labour Enquiry Committee also examined the position and favoured the complete elimination of the contract system [2].

Since the Labour Commission's Report, the tendency has been gradually to eliminate raising contractors. Thus, according to the information available, there were in 1944 in the Jharia and Raniganj coalfields only 60 raising contractors employed by 49 mines and now account for about only a quarter of the production of coal in these two fields. It is understood that in 1945 there has been a further reduction in the number of raising contractors. There is no uniformity in regard to the terms and conditions of the contract work of the raising contractor, although in almost all cases the machinery and the haulage are provided by the mine owner. In some cases, some of the administrative expenses such as the pay of khalasis, engine drivers, etc. is payable by the contractor while in others the contractor has to bear no other expenses except the wages of the labour for cutting and carriage of coal upto the wagon point.

Raising Contractors in Railway Collieries.—The largest employers of raising contractors are the railway collieries at Bokaro and Giridih. There are about 11 raising contractors employed in these two fields and the number employed through them is about 29,823. The railway administrations, with the exception of a few individual managers, appear to be in favour of retention of this system, firstly, because they have to accept the cheapest tender for labour and secondly, because they think that the system ensures better production. The view of the Superintendent of Collieries at Bokaro is somewhat as follows :—

It would be impossible for the administration to look after over 10 or 15 thousand workers if they are employed directly. The raisings might drop if the system of direct employment and payment were adopted. The best thing that can be done under the circumstances would be that the administration should have a proper control over the rates payable to the workers, the method of payment etc. and to see to it that the workers are not mulcted of their due earnings. Instead of giving the contract to a raising contractor, who submits the lowest tender, it would be desirable to have some sort of a committee which will determine an equitable rate and proceed on this basis in accepting tenders.

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[1]. Report of the Royal Commission on Indian Labour, Vol. I, p. 119

[2]. Report, of the Bihar Labour Enquiry Committee, Vol. I, p. 189.

The administrations supply to the raising contractors supervisory staff, machinery and lighting. The functions of the contractors are to supply the requisite labour and supervision of the work of labour in cutting, raising and loading of coal into wagons.

Although the administrations are supposed technically to control the conditions of work and wages of the contractors' men, in actual fact such control is not very effective. It is understood that in the railway collieries the bulk of the coal is raised through contractors' labour. Dearness allowance, however, has to be paid by the contractors according to the rates fixed by the administration from time to time. While compensation under the Workmen's Compensation Act is a liability of the contractor, maternity benefit is generally paid by the administrations.

There is generally a stipulation in the contract that the raising contractor shall pay to the labourers employed by him at rates not below those which are prevalent for labourers employed at the colliery for similar work at the time of signing the contract. The contractors' labourers have also to become members of the Workers' Benefit Fund.

As will be seen from the Wages Section, there is no standardization in regard to the maintenance of muster rolls and pay registers. An examination of the pay registers of raising contractors in the railway collieries revealed that they contained a lot of confusion and in the same centre, different contractors appeared to maintain books in different vernaculars. It was, however, stated by some of the managements that it was always open to them to receive complaints from contractors' men and that pressure could be brought on the contractors to give a fair deal to the aggrieved workers. As stated already, however, in actual fact, such control and supervision are only nominal.

The arguments advanced in favour of the retention of the system are (1) that the system ensures a steady labour supply, (2) that it relieves the management of a lot of trouble regarding labour, (3) that production under contract system is better than Sarkari system. On the other hand, it would appear from such enquiries as have been made that contract labour is definitely more expensive than Sarkari labour when the mine is efficiently managed and that labour is far more contented. In this connection the manager of a large colliery in Raniganj stated that since last year they had done away with raising contractors with very great benefit to themselves and the labour.

Most of the raising contractors are merely middle men interested in making the maximum amount of profit for themselves and it is in evidence that although the production of workers employed through the raising contractors is slightly higher than of Sarkari labour, this is generally brought about by driving the workers to work overtime often without additional remuneration and in flagrant violation of labour Laws in existence.

Commission Contractors.—These contractors recruit labour for the mine and also supervise their work both underground and on the surface for which they are paid a nominal commission. Such contractors employ a number of recruiting Sirdars who supervise the work underground and often times work as coal cutters.

Petty Contractors.—These are generally employed on the surface either for cutting earth or in workshop or for building purposes. Sometimes, where all the administrative expenses are paid by the mine, the raising contractor is called a petty contractor.

Managing Contractors.—The functions of these contractors are to supply labour and to raise coal for the company at a certain rate per ton despatched. They have to bear the entire charges of coal raisings, namely, cost of recruitment of labour and of raising coal. They have also to bear the cost of administration. This type of contractor has now disappeared from both the Jharia and Raniganj fields.

Contract labour in the Central Provinces.—Most of the mines in Central Provinces coalfields employ one or more raising and other types of labour contractors. The rates paid to these contractors vary according to the nature of work in different districts in each mine. Not only do these contractors recruit labour but are also responsible for raising coal and loading it into wagons. Out of the total number of persons employed in the collieries in Central Provinces, more than 50 per cent. are

employed by contractors. In fifteen sampled mines, it was noticed that out of 3345 persons employed in them by contractors, 2318 or 69.8 per cent. were paid through contractors. The petty contractors do not even maintain registers showing the number and names of persons working under them. The management exercises little or no control over contract labour. Some concerns have reported that if contractors are not continually subjected to check, they have a tendency to employ children and pay them comparatively low wages. Under the present cheap grain scheme, contractors are responsible for distributing grain to the workers employed by them and complaints are constantly being received that labour is not getting their full quota of rations.

Contract Labour in Assam.—In an important group of collieries in Assam where most of the abour is Sarkari, in the case of whatever contract labour is employed, the contractor is made to pay a stipulated rate of wages and proper control is exercised by the management over the payment of wages etc. to contractors' men. In the other collieries of Assam, however, employing contract labour, no control appears to be excercised over the contractors by the management. The contractors in such mines keep a hold on the workers by granting them liberal advances.

Absenteeism and Labour Turnover.—No reliable statistics in regard either to absenteeism or labour turnover are available on the records of the mines. Some intensive enquiries were, therefore, made in order to get some accurate estimate of absenteeism and this has been supplemented by information collected during the course of the Wage Census. Before discussing the results of such enquiries it may be of interest to refer here to the following observations contained in the Report of the Labour Enquiry Commission, 1896.

"As regards the days of labour, the local miner is equally irregular. Like the Assamese, he does not care to save. He gets capital pay, and in a few days can earn enough to keep him and his family idle and let them enjoy themselves thoroughly for a few days. He accordingly takes advantage of Sundays and all possible holidays, and takes a holiday with, or without, an excuse. The Manager would like to get a steady six days' work per week out of his men, but, on an average, he does not get more than four or five." [1]

The Labour Commission has also referred to this subject and stated as follows :—

"Whatever the cause, few miners work six days a week and few mines have hitherto been able to count on the punctual attendance of their workers, even on those days when they present themselves for work. The mines do not work on Sunday. On Monday very few miners put in an appearance, many are still absent on Tuesday and it is not till Wednesday that a good attendance is secured. Reasonable estimates indicate an average of 4 to 4½ days' work per week for the individual miner during the weeks he is at work." [2]

Apart from the factor of migration, so far as the Jharia coalfield is concerned, all the enquiries made by the field staff appeared to suggest that in this field, on the whole, the miner does not attend the mine for more than about 4. 5 days per week. In some cases the attendance is as low as three days per week. In order to check the above impression, attendance figures for miners and loaders in 19 collieries were taken from the attendance register, maintained under the Indian Mines Act, of workers going down to it during one week in October 1945. The following tabular statement contains an analysis of the results :

TABLE (16)

Colliery.	Number of miners and loaders who attended for the following days						
	1 day	2 days	3 days	4 days	5 days	6 days	Total
1 . .	10	28	115	164	254	226	797
2 . .	28	64	95	89	205	574	1,055
3 . .	58	52	158	114	291	552	1,225
4 . .	44	38	59	75	167	270	653
5 . .	12	13	28	26	86	273	438
6 . .	6	11	25	74	..	1	117

[1] *Report*, p. 21.
Report of the Royal Commission on Labour in India, p. 117-18.

Colliery	Number of miners and loaders who attended for the following days						
	1 day	2 days	3 days	4 days	5 days	6 days	Total
7	41	41	91	60	157	176	566
8	..	..	10	28	26	56	120
9	..	3	6	17	34	..	60
10	31	5	17	63	162	119	397
11	21	45	71	66	58	301	562
12	10	7	5	24	61	27	134
13	3	2	4	14	6	5	34
14	..	3	..	6	16	32	57
15	10	12	14	55	62	56	209
16	..	..	88	67	132	25	312
17	19	9	21	30	35	57	171
18	28	23	40	51	124	112	378
19	16	23	14	53	69	62	240
Percentage to total	337 (4·5)	379 (5·1)	861 (11·4)	1,079 (14·3)	1,945 (25·8)	2,924 (38·9)	7,525 (100·0)

General average of attendance in this week—4·7 days.

October, of course, is a good month from the point of view of attendance and that probably explains why as high a percentage as 38·9 of workers were present on all the six days and 25·8 on five days in the week. The general average of attendance in this week was 4·7 days which closely approximates to the figure already cited.

Thus, it will be seen that so far as miners and loaders on the Jharia field are concerned, on an average, the attendance is about 4·7 days per week.

The tabulation of the attendance data for three important occupations in six selected mines in the Pench Valley gives the following results. It will be seen that the average number of days worked in a week in October was 4·7, 4·3 and 4·6 for coal cutters, tub-loaders and trammers respectively :—

TABLE (17)

Coal Cutters

Collieries.	Average No. of days worked per week	Six days	Five days	Four days	Three days	Two days	One day	Total
A	4·8	135	31	31	21	9	11	246
B	3·9	43	41	62	38	27	14	225
C	5·7	62	7	7	..	..	..	76
D	5·7	142	23	5	4	2	..	176
E	4·3	8	41	23	4	1	1	78
F	3·1	8	..	2	6	6	8	30
	4·7	398	143	130	73	45	42	831
Average number of days	..	47·9%	17·2%	15·6%	8·8%	5·4%	5·1%	..

Tub-Loaders

A	3·7	54	59	30	46	36	41	266
B	4·8	153	27	39	33	18	7	277
C	4·3	45	57	46	14	18	13	193
D	5·6	57	29	..	..	..	..	86
E	3·1	..	3	16	4	6	6	35
	4·3	309	175	131	97	78	67	857
Average number of days	..	36·1%	20·4%	15·3%	11·3%	9·1%	7·8%	..

Trammers.

A.	5·4	199	3	..	26	1	12	241
B.	4·3	149	81	35	36	30	55	386
C.	4·7	43	18	10	7	5	7	90
D.	4·7	120	10	9	21	14	19	193
E.	3·9	11	28	25	14	7	9	94
F.	3·8	1	17	11	9	8	1	47
	4·6	523	157	90	113	65	103	1.051
Average number of days	..	49·8%	14·9%	8·6%	10·7%	6·2%	9·8%	..

Total number of workers employed in these mines = 6,435 or 72 per cent. of the total employed in the sampled mines.

The percentage of absenteeism worked out from the above table comes to 23·35 for all the three occupations, being 20·3, 26·74 and 23·01 for coal cutters, tub-loaders and trammers respectively.

Four of the mines in Assam have supplied the following figures of absenteeism for 1939 and 1944. The basis of working out the figures is not known but it would appear that as compared to the pre-war year, absenteeism has slightly gone down although it still remains high. The probable cause of the fall in absenteeism is the high rate of dearness and emergency allowances which were being paid in 1944.

TABLE (18)

Month	Percentage of absenteeism during	
	1939	1944
January	37	28
February	36	28
March	33	30
April	29	30
May	36	28
June	35	27
July	34	29
August	37	34
September	39	31
October	37	32
November	42	31
December	39	32

Apprenticeship and Training.—With the exception of Gorakpur labour inspite of the acute shortage of labour in coal mines during certain seasons, no efforts appear to have been made so far to launch any schemes of apprenticeship or training either for the existing labour force or for new recruits to the industry. The danger of sending new men underground is obvious and has been referred to by the Labour Commission in the following observations which they have made at page 131 of their Report.

"In Indian Mines, the untrained cultivator may be allowed to work at the face on his first day underground and, in the best of mines the workers' illiteracy increases the difficulty of protecting him against danger. We suggest that owners and managers should ensure the new comer not being started at work except under skilled supervision. More adequate practical training is especially important in view of the illiteracy and lack of education of the miner, for whom written warnings and instructions are of little use. The ordinary miners should be encouraged to qualify in first aid, and we suggest to managers the grant of inducements to this end."

It is true that the systematic training of workers is not a feature even of most factory industries in this country but it is to be remembered that work in coal mines involves special hazard and that preliminary training would appear to be necessary. In this connection reference may be made to the Regulations relating to training in the United Kingdom. These require that " before a person may work in a coal mine below ground, he must have been employed above ground for a period sufficient in length to enable him to receive training which comprises adequate instruction in safe and efficient methods of working below ground and suitable physical training, in accordance with an approved training scheme ; the minimum duration and the general conditions of training are specified. Further, no person may be employed at the coal face for the first time, otherwise than at training face, until he has been employed for at least eighty working days below ground and has spent at least sixty working days under the close personal supervision of an instructor or supervising workman in training in one or more specified operations at the coal face. Moreover, every person who owns a mine normally employing more than 250 persons must, within nine months from the date of the Regulations, submit a training scheme to the Minister for his approval." [1]

These are indeed elaborate regulations and may not be capable of adoption immediately in this country but the fact remains that the time has now certainly arrived when active consideration must be given to the training of the workers. This is a problem which can adequately be dealt with by Mining Boards appointed under the Indian Mines Act.

While no provision exists for the training of underground workers, the regulations (1926 as modified up to 1st June 1941) under the Indian Mines Act make provision for the training and certification of lower and higher supervisory staff such as overmen, miners' sirdars, foremen, surveyors, managers, etc.

Training is given to the lower supervisory staff in evening classes arranged by the Department of Mines. According to the Report of the Chief Inspector of Mines for 1942, evening classes were held at the Jharia and Raniganj coalfields where courses of lectures were delivered in modern Indian languages to overmen and sirdars. In the Raniganj field there were eight centres and six in Jharia. Classes were also held in both these fields for gas testing and for the training of shot-firers and sirdars. The higher supervisory staff are trained in the Dhanbad Indian School of Mines and it is understood that the training given in this institution is adequate and efficient. Similar instruction is also given at Benares.

The Tata mines in Jharia have two schemes of apprenticeship and training for the mining, surveying, electrical and mechanical departments, one for the lower and the other for the higher supervisory staff. Under the former, candidates who have passed the middle school examination are given training for a period of six months in mining and on completion of the course they are absorbed if found suitable. The second scheme is intended for students of the Indian School of Mines and of the Benares Hindu University.

It was stated by many managers that the training at present imparted to sirdars, overmen, etc. was superficial and inadequate and that one of the crying needs of the industry was to have a better trained type of lower supervisory person if the exploitation of coal were to be more economical and the labour more contented. This was also partly endorsed by the Indian Mining Association.

From such information as is availale it would appear that in the coalfields in the United Kingdom there exists a net work of institutions for training workers engaged in the industry from the bottom to the top and if the Indian coal industry is to hold its own the training of the workers and particularly of the lower subordinate staff is a matter of vital importance.

Standing Orders.—Only the Tata colliery at Digwadih and one important group of collieries in Assam have a set of rules applicable to Sarkari labour providing for

[1] Ministry of Labour Gazette, October 1945.

grant of leave, manner of inflicting punishments, etc. No other colliery has any Standing Orders for regulating the relations between the employer and employees although in the case of Railway collieries there are service rules for permanent employees. The Government have had, however, this question under consideration and the colliery owners' associations appear to be in favour of having Standing Orders for their employees. It is understood that the Indian Mining Association have sent up a set of Standing Orders for the Coal Mining Industry to Government for approval.

Labour and Personnel Officers.—Unlike many factory industries, the idea of appointing Labour or Personnel Officers to look after the grievances and welfare of the workers has not caught on in the Indian coalfields although some of the large collieries have appointed such officers and the Indian Mining Association, as will be seen from a subsequent paragraph, has devoted attention to this matter in recenet years.

In the Jharia field only in seven collieries out of a total sample of 112, there were Labour Officers generally designated as Labour or Junior Personnel Officers. Most of these have had no special training in labour management and with few exceptions are subordinate to the managers. Generally they are recruited from any suitable member of the office staff and cannot, therefore, be expected to be very outspoken in regard to the grievances of the workers.

On the lower field, the bigger collieries owned by two large companies have appointed Labour Officers, known as Junior Personnel Officers on each of their collieries. They are subordinate to the Managers.

In the Railway collieries at Giridih there is no Labour Officer but there is one officer known as Labour Inspector who is supposed to settle disputes. At Bokaro no such officer has been appointed but it is understood that the collieries are contemplating the making of such appointments.

In the Central Provinces colfields, for the group of mines managed by Messrs. Shaw, Wallace & Co., two Labour Welfare Officers on a salary of about Rs. 250 per month each have been appointed to look after the grievances of the workers. These officers are required to submit to the Chief Representative of the Company every week a report stating the grievances of the workers in the mines under their control. They have no voice either in recruitment or dismissal of workers. The Ballarpur Collieries Co., Ltd., have appointed a Labour Personnel Officer for looking after labour matters in their three collieries in the Wardha Valley. The Damua and Ghorawari collieries have each a person designated as 'camp dafadar', who daily visits the camps of the workers and enquires into their grievances and brings them to the notice of the manager. *Camp defadars* in both these mines are not educated persons and their monthly remuneration is also low. In none of the other mines, is there a Labour Officer.

Neither in the Punjab nor in Assam have Labour Officers been appointed and the grievances of the work people are attended to by the managements themselves. In an important group of collieries in Assam there is, however, a Labour Office with a highly paid Superintendent in charge.

The Scheme of the Indian Mining Association.—The Tripartite Conference on Coal Mines held at Dhanbad in December 1943 accepted Government's suggestion that Labour Officers should be appointed in mines raising more than 100,000 tons of coal per year. In pursuance of this recommendation, the Indian Mining Association have recommended to member units the appointment of such officers and to co-ordinate their work have themselves appointed two senior personnel officers, one for Jharia and another for Raniganj. The Association have kindly furnished me with a note on the functions and duties of these officers which will be found in Appendix VIII.

It is clear that despite the efforts made by the Indian Mining Association, all the collieries raising more than 100,000 tons of coal have not yet appointed Labour

Officers. Nor can it be said that the right type of person has been found for occupying these posts or that where such officers have been appointed they are given a sufficiently free hand to deal with and to rectify the grievances of the work people. . One difficulty is that the field for selection of the right type of individual for the post is extremely limited. Even so, the average manager is still under the impression that the appointment of an outspoken Labour Officer is an encroachment on his prestige and power and the tendency with notable exceptions appears to discourage these officers from being other than ' yes' men.

In recent years personnel management has been receiving increasing attention in the United Kingdom inspite of the fact that labour is literate and well organized. The need of ' personnel ' management is all the greater in the Indian coalfields where the composition of the Labour Office is such as has been described already in the foregoing sections. The manager of an average unit of the industry is generally a technical person, with seldom any training in labour management. Moreover, he has multifarious duties to perform both technical and administrative and has rarely any time left for contacting the workers or looking sympathetically into the problems of their daily lives. He has therefore, perforce to rely on his lower subordinate staff which as stated already, is imperfectly trained and generally poorly paid. Thus, it would appear that the time is not distant when atleast the larger units should have a separate personnel manager along with a technical manager with direct access to the Managing Director.

CHAPTER III

Working conditions, hours of work and shifts

One of the important considerations concerning the safety and comfort of a miner is the type of working place in which he has to work. Fortunately for us, in this country, in the larger coalfields at any rate, conditions of work underground are much better than those which prevail in European coal mines in view of the fact that the seams in Indian coal mines are thicker, the galleries are wider and the pillars thicker. Most of the seams are 10 ft. or more in thickness and seams of less than 5 ft. are somewhat rare. In most cases the inclines are also favourable. In the principal coalfield of Jharia there are no gassy mines although there are some in the lower field of Raniganj. In Jharia most of the coal is being excavated from comparatively shorter depths although in the Jharia field sometimes a miner has to go down 500 ft. or more.

In the Pench Valley, in the Central Provinces, the thickness of the seam varies from five to six feet while it is about ten to twelve feet in the Wardha Valley. In some mines in the Pench Valley, however, the workers have to cut coal in a bending position because of the thinness of the seam. The travelling ways are also sometimes very small and steep.

In the coal mines in Assam, the working conditions are somewhat dangerous because of the softness of the roof and also because of the thinness of the seam in some cases and somewhat steep rising inclines. The Assam mines are all gassy.

Provision of hats.—The provision of bamboo hats to the miners is the exception rather than the rule in coal mines. In Assam, however, the workers are supplied with steel helmets in an important group of mines.

Mechanisation.—Unlike European countries, mechanisation has made little progress in the Indian Coal Industry. It was not till after the year 1910 that coal cutting machines were first introduced by the larger collieries in this country. The total number of coal cutting machines in operation during the years 1910-1935 was only 95. Since then, the number progressively increased till 1940 and was about 210 in the year 1944. The following table shows the number of coal cutting machines in use in the principal coalfields in British India from 1935 onwards.

[1]TABLE (19.)

Year	Names of coalfields and number of coal cutting machines in use.					
	Jharia	Raniganj	Giridih	Karanpura	Bokaro	Central Provinces	Total
1935	28	59	..	2	..	6	95
1936	38	63	..	2	.	7	110
1937	46	78	1	5	1	9	140
1938	53	115	2	3	3	10	186
1939	56	130	1	2	2	12	203
1940	57	129	1	2	2	14	205
1941	49	119	1	2	2	14	187
1942	48	130	1	2	2	14	197
1943	45	128	1	2	2	14	192
1944	57	134	1	2	2	14	210

It will be seen from the above table that although Raniganj is a smaller coalfield compared to Jharia, it has a much larger number of machines and that since 1935, a larger number of machines have been introduced in this field as compared to Jharia. This may be partly due to the fact that the working conditions in the lower field are more difficult than in the Jharia field.

Out of a total of 910 coal mines in the Indian coalfields, in only 75 are there coal cutting machines. In some mines there are also pneumatic drills in use. Thus, mining operations are still predominantly manual in the bulk of the Indian mines.

It may be of interest to note here that in the United Kingdom, although the per centage of coal cut by machines varies from district to district, it is as high as 91 per cent. in Warwickshire and in Germany over 96 per cent. in Ruhr.[2]

Coal cutting machines are expensive and each machine, it is understood, costs about Rs. 25,000. Since labour is comparatively cheap and since also a bulk of the mines are very small units, the very slow progress of mechanisation is easily understood.

Sand Stowing.—Sand stowing, which is resorted to in order to obtain the maximum amount of coal and to minimise the danger of falling roofs, pillars and fires, was first introduced in 1914 in Ballarpur in the Central Provinces and was later introduced in the Jharia coalfield. This question was, however, brought into prominence by the Burrows Committee of 1937 which showed that between 1928 and 1936, an enormous amount of coal was lost by fires and collapses, and that in the principal coalfields large amount of good coal was standing in pillars and going to waste. On the basis of this recommendation, Government passed in 1939 the Sand Stowing Act which provides for the constitution of a Sand Stowing Board. The Board consists, among others, of the Chief Inspector of Mines and representatives of the colliery owners. All applications for assistance for sand stowing are examined by the Board which sanctions assistance out of a fund which has been built up from a cess which is collected as a surcharge on railway freight by the statutory authority constituted under the Act. The Damodar river, which is in close proximity of the important coal mining areas, is a rich source of suitable sand. A number of large collieries on the Raniganj and Jharia fields have now adopted sand stowing. The Tatas' colliery at Digwadih has gone in for systematic sand stowing from the early start of exploitation of their mine. Some collieries have built aerial ropeways for transporting sand from the Damodar river. It was stated during the enquiry that the cost of sand stowing amounts to about one rupee per ton. In spite of the initial additional cost of raisings, it is understood that sand stowing is in the long run a profitable proposition. Sand stowing has been referred to here only in so far as it ensures greater safety of the work people working underground. It is not within the scope of the present enquiry to deal with its technical and economic aspects.

Ventilation.—Ventilation in coal mines is provided either by the installation of mechanical ventilators or is of the natural type. In the majority of the collieries,

[1] Compiled from the records in the office of the Chief Inspector of Mines, Dhanbad.

[2] I.L.O. Report, *The World Coal Mining Industry*, pp. 170-171.

the working places are at considerable distances from the pit bottom and even where mechanical ventilators are provided, these do not necessarily serve all the working places adequately. Mines in which there are no mechanical ventilators have the natural type of ventilation brought about by the arrangement of the galleries. In such mines, while the atmosphere is too warm in some places, it is very cold in others. So far as is known, except for the provisions made in the Mines Act empowering the Chief Inspector of Mines to insist upon the mechanical ventilators in certain mines, there are no regulations laid down for regulating the atmospheric conditions in underground workings. The following summary table shows the progress of installation of mechanical ventilators in the three principal coalfields in India :—

TABLE (20)

Number of mechanical ventilators installed in the three principal coalfields in India[1]

Year.	Name of coalfield			
	Jharia	Raniganj	Central Provinces	Other coalfields
1929	34	20	8	12
1937	64	33	9	11
1938	65	41	11	11
1939	70	47	11	11
1940	74	49	11	10
1941	78	49	15	10
1942	76	49	15	8
1943	84	49	15	8
1944	83	45	15	6

It was noticed during the present investigation that in the development places where gallery-driving was going on, working conditions were often trying because until the gallery had been driven and connected with ventilation passages, there is no free circulation of air. Moreover, it was noticed in one case that the heat given out by the seams was so excessive that working conditions were almost unbearable. The workers were seen to be perspiring profusely and the only means of keeping themselves dry they could think of was to rub their bodies with their *dhotis*. In many mines the air was saturated with moisture and where blasting operations had taken place, the air was full of fumes. This was noticeable particularly in the Central Provinces. In the Assam mines the ventilation underground was found to be adequate.

Lighting.—The question of lighting underground has to be considered from the point of view of the lighting of the mine itself and the lighting used by the miners for purposes of illumination. The following table shows the number of mines which have been electrified.

TABLE (21)

Number of sampled mines in which electric lights have been installed underground

Centre	Total No. of sampled mines	No. of mines electrified	Percentage of col. 3 to col. 2
1	2	3	4
Jharia	101	6	5·9
Raniganj	68	10	14·7
C. P.	15	5	33·3
Assam	6	2	33·3
Punjab	8	Nil	..
Total	198	23	11·6

[1] Figures compiled from the Annual Reports of the Chief Inspector of Mines.

It will be seen that in the main coalfield, namely, Jharia, the percentage or electrified mines to the total sampled is the lowest being only about 6. In the bigge- mines, where electric lights have been installed underground, there is good illumination at the pit bottom but further on there are only a few electric points in the gallee ries and many galleries are usually left in utter darkness. In most mines, there are a large number of work faces and in some of the big ones there may be as many as 50 to 70. The distances between two extreme working places may sometimes be as great as two to three miles. Thus, the electric lights illumine a few of the working places only. This is in very great contrast with the Kolar Gold Fields, where, in spite of the depth of the mine of about 8 to 10 thousand feet most of the galleries are extremely well lit with electric lights.

During the present investigation very good electric flood light arrangements were found in one colliery where depillaring was being done. On the whole, the impression gathered has been that barring a few exceptions, lighting underground in Indian coal mines both in the galleries and in the working places is somewhat poor.

Dr. Chitnis' memorandum on Miner's Nystagmus printed in appendix IX will show that the essential factor in the production of Miner's Nystagmus is deficient illumination. This deficiency may be due to the low power of the lamp used, the distance of the lamp from the place of work, the shadows thrown by the pillars and the absorption by the coal covered surface of 90 per cent. of the light, etc. Thus, it is clear that apart from other considerations proper underground illumination is of the greatest possible importance from the point of view of the prevention of Miner's Nystagmus.

The type of illumination used by the miners varies from centre to centre, but speaking generally, in the Central Provinces, in Jharia and in the non-gassy mines in Raniganj, the naked kerosene lamp is used. This is known as *kuppi* in the Central Provinces and *kuppi* or *mugbathi* in the Jharia and the Raniganj coalfields. In the Central Provinces, as will be seen from the section on wages, the kerosene is supplied by the management and a deduction on account of its cost made from the wages. In the other important coalfields, no deduction is made on this account.

The different types of miners' lamps in use in the various centres are as follows :—

Kerosene oil,

Kuppi or *mugbathi* as in Jharia, Raniganj, the Central Provinces and the Punjab, or

Davy Safety Lamps as in the gassy mines in Jharia Raniganj and in all mines in Assam.

In one of the sampled collieries, however, there were SEAC electric lights in use in which arrangements are made for the current to last for a specified period. Regulation No.123 of the Indian Coal Mines Regulations, 1926 (as modified upto the 1st of January 1941) contains provisions forbidding the use of artificial lights other than approved safety lamps in gassy mines. The following table shows the progress made in the use of safety lamps in important mines which, in the opinion of the Chief Inspector of Mines, are liable to the risk of fire :—

TABLE (22.)

Statement showing the progress made in the use of safety lamps in coal mines in British India.[1]

Year	Number of safety lamps in use at the different centres					
	Jharia	Raniganj	C. P.	Assam	Punjab	Total
1929	8,431	9,436	2	2,362	2	20,233
1937	24,730	16,423	5	1,778	6	42,942
1938	27,924	16,697	8	1,875	8	46,512
1939	27,781	17,963	8	1,876	6	47,634
1940	29,780	16,643	..	1,838	12	48,273
1941	28,731	17,607	1	1,890	13	48,242
1942	28,835	17,308	..	1,502	75	47,720

[1] Figures taken from the Annual Reports of the Chief Inspector of Mines.

If, as will be seen from the memorandum on Miner's Nystagmus referred to, 90 pm cent. of the illumination of a naked light is absorbed by the surrounding coal and coal dust, it is obvious that the future progress in this direction must lie in providing workers with closed lights as is being done in some of the gassy mines. In coal mines, where electricity has also been taken underground, it should not be a matter of much additional expense to carry the current to all the important working places.

Drinking Water.—Section 17 of the Indian Mines Act lays down that " there shall be provided and maintained for every mine such supply of water fit for drinking as may be prescribed." Speaking generally, in none of the important coalfields does one find any provision for the supply of drinking water either underground or on the surface. In some cases it was reported that during hot months workers carried their own water bottles. In most cases the workers were found drinking water percolating from the seams. Although such water is harmless in some cases, in others it can be injurious to health.

In Assam, in most of the collieries water is carried in tanks underground and supplied to the workers. Some workers who do not like to drink water supplied in common tanks, carry water bottles with them.

For surface workers also no provision is made for the supply of drinking water except in quarries belonging to the Railways where the raising contractors provide drinking water in empty kerosene tins.

It seems surprising that so ordinary an amenity as the supply of drinking water is not provided when its cost to the management would be almost next to nothing and when also it is not likely to prove dangerous to the working of the mines as in the case of a salt mine for instance.

Sanitation.—The Indian Mines Act (Section 17) lays down that " there shall be provided and maintained for every mine latrine and urinal accommodation of such kind and on such scale as may be prescribed." Section 30 (*c*) of the Act provides for making rules for prescribing latrine and urinal accommodation to be provided in mines. In all the coalfields visited, no provision had been made for any sanitary arrangements underground. It was stated that even if sanitary arrangements weer provided, they would not be made use of by the employees because of caste and other prejudices and many employers stated that an experiment was made by a particular coal mine a few years ago which showed that the workers were averse to the use of such facilities. On investigation, however, it was found that the experiment referred to failed largely because of the fact that the sanitary arrangements made were never kept clean and therefore, the workers were averse to using them. All the workers interrogated stated that if such facilities were provided they would certainly make use of them. Generally, the workers use the abandoned work places in the absence of sanitary arrangements and the mines keep a sweeper or two to remove the impurities. Bengal and Bihar are known for the prevalence of hook-worm and in many of the mines there is also a lot of water flowing about on the floor. In this connections Miss Margaret Read has stated that " besides fouling the air, this lack of sanitation causes the soil to be impregnated with hook-worm which infects the bare-footed miners easily through their feet. This exposure to infection continues all the time they are in the mine, while the eating of food underground is an additional source of infection[1]." The absence of proper urinal and other sanitary arrangements underground must, therefore, be adding to the prevalence and growth of the disease. The Labour Commission in their Report also strongly recommended the provision of sanitary arrangements underground and cited figures in this connection of the high incidence of hook-worm disease particularly among undrground workers.[2] In spite of this no action in this matter appears to have been taken. The Associations and employers when questioned on this point seemed to have no particular objection to providing such arrangements underground. The provision of sanitary arrangements for any body of workers expected to work for a stretch of eight to nine hours seems such an elementary need that it is surprising that no provision in this behalf should exist.

[1] *Indian Peasant Uprooted* by Margaret Read pp. 122-123 quoted by Dr. B. R. Seth in his book " *Labour in the Indian Coal Industry* ", p. 53.

[2] *Report*, p. 115.

Speaking generally, both in Jharia and Raniganj no sanitary arrangements are provided on the surface. In the Central Provinces such arrangements are made in a few cases but they are generally inadequate. In Assam, however, one important group of collieries has provided an adequate number of lavatories and urinals on the surface and these are made use of by the workers. The experience in Assam disproves the belief that the workers would not use such amenities even if they are provided.

First-Aid.—Under the Mines Act the following provision has been made in regard to first-aid. " At every mine in respect of which the Local Government may, by notification in the local official gazette, declare this section (Section 18 of the Indian Mines Act) to apply such supply of ambulances or stretchers and of splints, bandages and other medical requirements, as may be prescribed, shall be kept ready at hand in a convenient place and in good and serviceable order. "

Inspections of the mines in the Pench Valley in the Central Provinces showed that except for the bigger collieries, the first-aid boxes were kept on the surface and that the provision of stretchers underground was an exception rather than the rule. In the Jharia and Raniganj coalfields first-aid boxes are to be found at the shaft bottom. Here again, the provision of stretchers is an exception rather than the rule and in some cases the stretcher provided is only a *charpoi*. With the exception of Assam, inspections of the mines in all the three principal coalfields have shown that in regard to the provision of first-aid boxes and their equipment, the managements have generally been showing gross neglect. In a mine belonging to a well-known employer, when the first aid box was opened, it was found to contain only two dirty enamel pots and some waste paper. In another case there were no bandages in the box ; in a third, the bandages were as black as the coal surrounding the box and in several places when the manager was asked to open the box, the key was not traceable because the Sirdar or the overman who was supposed to keep it was not easily available. Most of the small coal mines keep the first-aid box on the surface and this is done merely to satisfy the letter of the law. Various managers were asked whether they had any rule or any Standing Order making it the duty of any individual officer to see to it that the first-aid box was kept in a proper place and was also occasionally inspected from the point of view of equipment, and the answer seemed to be that it was ordinarily the duty of the overman or the doctor to see to it that the first-aid box was kept in a proper place and in a proper condition.

In a coal mine, where the risk to life and limb is so great it is ordinary prudence that the management of each mine should make it obligatory on some officer to see to it that the box is well equipped and kept in a proper place and there should also be some provision in the law for the maintenance of a register in which the manager certifies that he has inspected the box and satisfied himself that it is well equipped. The provision of the law in regard to this matter seems to be almost flagrantly violated.

In the absence of stretchers underground, particularly in mines in which there are no telephonic arrangements, a considerable amount of time is bound to elapse between the occurrence of the accident and the removal of the injured person to the surface. Since most of the accidents in mines are in the nature of injuries causing fractures, the removal of the injured worker by his fellowmen on their shoulders is likely to aggravate the injury. The provisions of stretchers must, therefore, be made compulsory in all mines irrespective of size.

Training in First-aid.—It is understood that colliery workers are now taking increasing interest in First-aid training. According to the Report of the Chief Inspector of Mines for the year 1942[1] lectures in First-aid were given at 18 centres in the Jharia coalfield and classes in First-aid were held at 18 centres in the Raniganj field. During 1942 certificates in first-aid were awarded to 377 persons.

In the Central Provinces there are no adequate facilities for imparting training in first-aid. In this connection Messrs. Hughes and Watson had stated in their Report that " The Central Provinces rules 26 to 28 should be amended in such a way as to compel the mine owners to train miners, loaders, timbermen and other under ground workers in the principles and practice of first-aid.[2] " Apparently no action has been taken so far on this recommendation.

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[1]Report of the Chief Inspector of Mines, 1942, p. 25.

[2]Report on Labour in Coal Mines in C. P. & Berar by Messrs. Hughes and Watson, p. 97

Hours of Work.—The Royal Commission on Indian Labour recommended a shortening of the hours of work in coal mines with a view to ensuring greater regularity of attendance. The Indian Mines Act was accordingly amended on 21st April 1935 and at present the position is that the weekly hours of work for underground and surface workers are 54. The daily hours of work are nine underground and ten on the surface. The spread-over permitted is 9 and 12 hours for underground and surface workers respectively. The following summary table shows the hours of work in the sampled mines for underground and surface workers in the different centres :—

TABLE (23)

Table showing the hours of work per shift in different centres for underground, open workings and surface workers

Centre	No. of collieries to which the information relates	No. of mines in which the hours of work are : Underground		Surface				Open workings			
		Eight	Nine	Six	Eight	Nine	Ten	Seven	Eight	Nine	Ten
Jharia	101	28	56	3	60	31	7	3	9	..	13
Raniganj	68	31	32	..	49	18	1	..	4	..	3
Central Provinces.	15	9	6	..	6	5	4	..	..	..	..
Punjab	8	6	2	..	..	6	2	..	..	..	..
Assam	6	..	6	..	..	1	5	..	..	..	..
Total	198	74	102	3	115	61	19	3	13	..	16

It will be seen that in a considerable proportion of the sampled mines the hours of work underground were eight only inspite of the permissible limit of 9 hours per day.

Shifts.—The following summary table contains information regarding the numbre of shifts worked in the sampled mines in the different centres of the industry :—

TABLE (24)

Table showing the number of shifts worked in the sampled mines in different centres

Centre	No. of collieries to which the information relates	No. of collieries working the following No. of shifts: Underground			Surface			Open workings		
		One	Two	Three	One	Two	Three	One	Two	Three
Jharia	101	23	44	17	66	18	17	20	4	1
Raniganj	68	4	32	27	25	19	24	7	..	..
Central Provinces	15	..	4	11	6	4	5	..	..	..
Punjab	8	4	4	..	4	4	..	..	..	..
Assam	6	1	1	4	2	4	..	..	..	..
Total	198	32	85	59	103	49	41	27	4	1

Where one shift only is worked, the work generally starts at 9 a.m. and ends at 6 P.M Where two shifts or relays are worked, the hours of work generally are from 9 or 10. A.M. to 6 or 7 p.m. and 10 P.M. to 7 A.M. In the case of mines working three shifts the first shift starts at 7 A.M. and finishes at 3.P.M., the second is from 3 P.M. to 11 P.M. and the third from 11 P.M. to 7 A.M. Usually, only one shift or relay in worked on the surface, the hours of work being 7 A.M. to 12 noon and 2 P.M. to 6 P.M. with an interval of 2 hours between 12 noon and 2 P.M. The hours of work is quarries, particularly those in the railway quarries at Bokaro, are generally from 7 A.M. to 7 P.M. with a rest interval of two hours from 12 noon to 2 P.M.

Only a few collieries have a system of weekly change over.

In most of the collieries visited during the course of this enquiry, the general impression gathered was that there was no rule or regulation as to when underground workers should go down or come up except in the case of *haziri* labour. The managers who were interviewed said that owing to the shortage of labour and the necessity of raising as much coal as possible, they connived at late attendance etc. As a matter of fact, in several mines, workers who are supposed to go down at 7 O'clock in the morning do not do so till 10 or 10-30 and do not come out until they feel that they have had enough production for the day. Nor was any system noticed of sounding a warning such as a bell or a siren to notify the change of shifts. When asked, many managers said that the workers knew as to when they should get out and that the Sirdar and the Overman also cleared out the men when they had finished their shift hours. In point of fact, however, in one apparently well managed mine, night shift workers who were supposed to be off duty at 7 O'clock in the morning were actually found working at 11-30 in the morning. The only redeeming feature of the situation, however, seems to be that owing to the nature of employment, most workers do not remain underground longer than they wish to. Moreover, although the l w lays down that in the case of every underground worker there should be a complete record to show as to when he went down and when he came up, in actual practice, all the evidence available is just two crosses against the name of certain individuals In a book kept by a *Munshi*. The two crosses are meant to indicate that the miner went underground and came up. In the case of underground workers there are no regular intervals and the men rest as and when they like.

In regard to surface workers, it is possible that since most of them work only a a single shift and supervision is easier, the observance of the law is more in evidence than in the case of underground workers. Here too, however, the workers turn up late and return late. The provision in regard to rest interval is generally not strictly followed and the workers rest as and when they like. Work on the surface consists mostly of loading of wagons and the hours of attendance of surface workers are often regulated by the availability of the wagons. In the case of contract labour, it was noticed that the hours of work are definitely longer than those permitted under the law, and it is not unusual to see Sirdars and the Overmen of contractors driving the workers, particularly women workers, to work almost the whole of the time that they are there. One curious feature which was noticed, particularly in the attendance musters maintained by the raising contractors in railway collieries, was that several workers were shown to have been present for more days in the week than seven. As a matter of fact, instances were noticed in which certain workers were shown as having worked nine to nine and a half days in the week. The explanation given by the raising contractor was that when a man had worked overtime, he was given credit for it in terms of days. The matter was discussed with the Chief Inspector of Mines and one of the Inspectors of Mines and they said that this was a breach of the law.

Overtime work.—The Indian Mines Act contains no provision for the payment for overtime work. It was stated by many raising contractors in the Railway collieries that overtime work was paid for at 1½ times the normal rate. Enquiries loade seemed to show that the workers were only paid *pro rata* or not at all for the overtime put in. In the Jharia coalfield, only one mine was found to be paying for mvertime work at 1½ times the normal rate.

There is little doubt that the provisions of the Indian Mines Act in regard to the hours of work, rest intervals, etc. are not being strictly observed. In this connection, one must appreciate the difficulties of the owners and the mentality of the work-people. At the same time, if there is a law in operation it is desirable that it should be shown greater respect both by the employers and the employees. Almost perpetual shortage of labour, the need for getting more production, the habits of the work people, etc. are important considerations but these cannot be allowed to defeat the purposes of the law and it seems desirable that the position should be regularised by taking certain measures in this regard. For instance, if an underground worker were forbidden after allowing a grace period, to go down, there may be a much greater incentive to be more punctual. Similarly, there must be some system to notify to the underground workers that the shift is over and that they must clear out of the mine.

The workers do not have watches to know as to when one shift begins and ends. It would also be a safeguard against excessive hours of work if the time when each miner goes down and comes up is recorded in the attendance register.

Actual hours of work.—Although there appears to be considerable irregularity in the observance of the law in regard to the hours of work there is little evidence to show, especially in regard to underground workers, that the actual hours worked are longer than those permitted by the Act. It is possible that some of the miners stay underground much longer than for the period for which they should be there but actually the average number of hours worked by a miner does not exceed four to five. In regard to a few mines, the Investigators were asked to take actual time tests and their investigation showed that, on an average, the actual work of cutting coal lasted for about 4½ hours. The estimate given by some of the managers was that the actual number of hours put in by the miners varied from one to five. The loaders appeared to work for longer hours than the miners. So far as underground workers are concerned, particularly those engaged in pick-axe coal cutting and loading tubs in the working places, it would appear that considering the physique of the workers and the conditions underground, it would be impossible for them to work longer than they do. Many mine managers, however, seemed to believe that the miners were lazy and could turn out much more work than they did. On the other hand, some experienced managers seemed to think that having regard to the food consumed by the miners and their general standard of living and conditions of health they could not do more work than they did.

Leave and holidays.—In the Jharia coalfield, there is no system for granting leave or holidays with pay to daily rated and piece workers in any of the collieries covered by the enquiry. The collieries, however, generally remain closed on the following holidays :—

1. Durga Puja,
2. Kali Puja,
3. Cake Festival,
4. Holi.

In the majority of the collieries surveyed in the Jharia coalfield, Sunday was a weekly holiday. In some of the bigger collieries, *haziri* workers, however, work on Sundays as well.

In Raniganj about 13 collieries remain closed on Monday and the rest on Sundays.

Labour employed by the Railway collieries is entitled to leave on average pay as shown in the following schedule :—

Length of total service	Leave earned
Less than 3 years	*Nil*
3 years and over but less than 10 years	10 days in a calendar year.
10 years and over but less than 20 years	15 days in a calendar year.
20 years and over	20 days in a calendar year.

This leave can be accumulated upto 30 days.

In addition, leave on half average pay on medical certificate is granted within the following limits :—

Length of service	Leave admissible
Less than 10 years	*Nil*
10 years and over but less than 20 years	Not exceeding 15 days in a calendar year.
20 years and over	Not exceeding 30 days in a calendar year.

In Central Provinces only in three collieries, daily rated weekly paid staff is granted six days' leave with pay after twelve months' continuous service. Sunday is observed as a weekly holiday.

One of the important group of collieries in Assam has framed rules in regard to workmen's leave. Privilege leave of ten days is allowed in a year to a workman who has not been absent for more than 15 (or in the case of an underground worker for more than 33) days in the previous year. The leave may be carried over from year to year and accumulated up to a total of 30 days. In a year five paid holidays are granted to a worker who has been in service for the previous twelve calendar months, subject to the condition that he is not absent on more than 3 (or in the case of an underground worker on more than 5) days during the period covered by the last preceding monthly paysheet. Sick leave on half pay not exceeding 30 days in a year is granted, to all permanent workers under certain conditions.

In the Punjab, Friday is generally observed as the weekly holiday.

CHAPTER IV

Wages and Earnings

In order to understand the correct implications of the results of the Wage Census it is necessary first of all that the reader should be acquainted with the method of work in a coal mine, the calculation and payment of wages, etc. and this Chapter has, therefore, been split into two sections, the first dealing with matters having a bearing on the wages paid and the amounts earned and the latter with actual cash remuneration of the workers.

Description of operations in a coal mine.—It is difficult to describe accurately the various operations in a coal mine but a brief description would be necessary in order to appreciate the type of work employees in a coal mine are called upon to do. The two main categories of workers are those working underground and those on the surface. For underground work the miner may have to go down the pit in a cage or walk down on the incline. The depth may vary from a few hundred feet to over a thousand feet although most of the Indian mines are comparatively less deep than those in Europe. Coal is mined in this country largely according to what is known as the pillar and stall method which means that galleries are driven parallel to each other joined at right angles leaving a pillar in between. The main occupations underground are of coal cutters and loaders, water bailers and trammers. Coal cutting is either mechanical or manual although, as seen from the section on working conditions, it is mostly manual in this country. Loading is generally manual but the arduousness of the task depends on the incline and the distance from the place of coal cutting to coal loading. In regard to trammers, the work is done either by manual pushing of tubs or by mechanical haulage. This latter is much less arduous. On the surface, the work consists mostly of pushing the tubs to the depot and loading into wagons. Big collieries have on the surface a screening plant for removing impurities. Here the work is mostly mechanical and does not involve much effort for the employees. Loaders on the surface are generally women.

In quarries and open workings, the work consists of removing the overburden (cutting of stone, earth, etc.), cutting and loading of coal and carriage of coal to the depots or the wagon either on head loads or in tubs.

Time and piece workers.—In the Jharia and Raniganj coalfields, nearly 60 per cent. of the workers are piece-rated, the proportion of time-rated workers being higher in the other coalfields, notably in the Central Provinces and in Assam. Coal cutters and loaders who form about 30 per cent. of the total complement are almost invariably piece-rated. The occupations which are generally time-rated are as follows :—Onsetters, Timbermen, Banksmen, Shot-firers, Line Coolies, Propping Coolies and Mistries, Trammers, Shale-pickers, Water-bailers, etc.

Size of Tubs.—The unit of payment to miners and loaders is generally the tub. The size of the tub varies from mine to mine and in the same mine tubs of different sizes are in evidence. The capacity of the tub was found to be varying from 20 c.ft. as in Giridih to 42 c.ft. as in the Digwadih mine of the Tatas. The larger collieries have generally adopted a tub of 36 c.ft. or more in capacity both at Jharia and in Raniganj. The tub rate, however, does not always depend on its capacity and the rate paid shows wide variation as between mine and mine for tubs of same capacities depending as this does on the nature of the working places. Appendix X contains the relevant information for 37 sampled mines in the Jharia field.

In the Central Provinces out of 32 collieries, sixteen use tubs of 30 c.ft. capacity or more. In seven collieries the size varies from 24 to 27 c.ft. and the remaining use tubs below 24 c.ft. capacity. About half a dozen collieries use tubs of more than one size. The rates paid to the loaders and depillaring miners vary from mine to mine according to the size of tub in use.

The Labour Commission examined this subject and observed as follows[1]:—

" Another source of irregularity in the payment to miners is the extent of the variations in the size of tubs and in the amount of coal loaded into them. An enquiry conducted by the Chief Inspector of Mines in 1929, showed that while tubs of 30 c.ft. capacity are used at 256 out of 296 collieries examined, other sizes are used, exclusively or in combination, by 210 of these collieries. The Mining Boards should examine the question of securing greater uniformity in the size of tubs and of insuring that remuneration bears a closer relation to output. "

Standardization of Tubs.—The difference in the sizes of the tub in the same mine or in different mines leads to several irregularities and much misunderstanding, and as such there is a strong case for the standardization of tubs. It was, however, pointed out by some of the colliery owners that it would be difficult to scrap the existing tubs and also that the standard tub may be difficult of being introduced in certain mines, the cages and layout of which would not permit of this being done. Most of the colliery owners of the Jharia and Raniganj coalfields were in favour of a tub of 36 c.ft. capacity. Standardization of tubs may also pave the way to the fixation of a minimum wage. In this connection, the Chief Inspector of Mines has stated as follows in his memorandum :—

" It is very probable that in seams of coal where there are various sizes of tubs, a mine worker does not always get the rate to which he is entitled for loading a tub *i.e.* he may load a 40 c.ft. tub and get paid for one with a capacity of 36 c.ft. Tubs of various sizes at the same mine leads to such a practice.....I, therefore, consider that the first thing to do is to get a standard or uniform tub whenever practicable and rates of wages can be adjusted to the capacity of the tub. "

Most of the mine owners in the Central Provinces coalfields were in favour of standardization of tubs but thought that it may not be practicable in the Central Provinces coalfields as the conditions underground vary considerably from mine to mine. For standardization, a tub of 30 c.ft. was generally recommended.

Supply of Tubs.—In many of the mines visited during the investigation, there were loud complaints by the workers regarding the inadequacy of the supply of tubs. Several managers stated that there was no inadequacy of tubs as such but that owing to the shortage of wagons very often the tubs remained idle on the surface and the workers could not be provided with the tubs. Moreover, it was pointed out that the coal cutter refused to get an idle tub and waited for the trammer to do so. The wagon difficulty has been a real one in many cases and as a matter of fact, as will be seen from the Report of the Labour Commission[2], this difficulty was being experienced even in normal times. In some of the big mines both in Jharia and Raniganj

[1]Report of the Royal Commission on Labour in India, p. 123.
[2]Page 121 of the *Report.*

in order to verify the statement of the managements that the worker would not cut or fill more than one tub a day, the workers were interrogated in their *dhowrahs* on the subject in the presence of the management and they stated that the reason for their not being able to cut or fill up more coal was that the tubs were not available. This was the story repeated in the presence of the managements by almost every man and woman who was questioned.

In regard to the supply of tubs there is also no doubt that much favouritism is practiced by the Sirdars and the Munshis in charge. The uncertainty regarding the securing of tubs seems to have affected the miner so much that he does not start cutting coal unless he is sure of tubs to load his coal because, he is afraid that otherwise, the coal cut by him might be appropriated by some other miner on another shift who may get credit for it. Therefore, a miner after going down, first makes sure that he will get the tub and waits to cut his coal till it arrives. Again, after filling one tub, he will not start cutting coal unless he feels reasonably assured that he will get another tub.

The proportion of tubs to miners and loaders varies from mine to mine and although no generalization is possible, it would appear that while in some mines for every 100 workers there are more than 100 tubs, in some, the percentage of tubs to miners is only about 40. There is little doubt left after the perusal of the statement in appendix XI that at least in some mines the number of tubs is extremely inadequate and that the workers' complaint of the shortage of tubs is not unfounded. This matter was discussed with the Indian Mining Association and it was suggested that a statutory provision might be made for the number of tubs in relation to the number of miners and loaders employed by a mine. The Committee of the Association seemed to be of the opinion that it may be difficult to lay down such a number by law but that authority might be given in this respect to the Chief Inspector of Mines in regard to each colliery.

Measurement vs. Weighment.—The most usual method of payment in Indian coal mines is to pay according to tubs loaded and not according to weighment. It is well known that the output of the miners is paid on the basis of weighment of coal in England and that the Union Officials paid by the workers act as check weighers. During the inspections of the mines it was noticed that in some cases the tubs were considerably under-loaded and in several they were over-loaded. When payment is made according to tubs the conscientious worker receives the same credit as the dishonest miner. Moreover, this system permits greater scope for dishonesty among the junior supervisory staff in allowing under-loaded tubs to be passed on to the surface. Many enlightened managers of mines seemed to be in favour of a system of weighment but thought that this may not be practicable because of the difficulty of getting weighing machines and also because the smaller collieries might find it difficult to find the finance. In this connection, the Indian Mining Association have stated as follows in their memorandum :—

" The system of weighing coal has much to recommend and it was in force at many collieries but in the end was dropped as it, *inter alia*, encouraged the loading of stone, and was too complicated for the average miner to understand. If the Manager is up to his job he will soon hear if tubs are being cut and in any case the miner has the redress in his own hands. He merely leaves the colliery. There is never at any time a surplus of miners. Few of the larger concerns " cut " tubs but conctractors are very prone to the habit. "

It was stated by an experienced manager at Giridih that he was in favour of weighment. He, however, pointed out that formerly they had the system of weighing the production but had to abandon it because of the collusion between the miners and the lower supervisory staff, namely, *Munshis,* who had the same tub weighed over and over again. He was, therefore, in favour of weighment provided that the following safeguards were adopted :—

(1) The installation of a proper mechanical weighing devise, and

(2) The adoption of a contrivance which would prevent the tub being pushed back and weighed for a second time.

The Labour Commission in their Report recommended that " check weighing may be practicable in the larger mines and the possibility of instituting such a system should be explored. [1] " It would appear that no action has been taken on this recommendation. Speaking from personal experience of the salt mines at Khewra, it can be stated that, formerly when the system of measurement prevailed, this was one of the greatest sources of unrest among the miners but that since the introduction of weighment which was at first considered to be not feasible much misunderstanding and unrest have disappeared.

When normal times return and weighing machines become available it seems desirable that at least in the case of the larger mines employing over 500 persons, there should be compulsion for having the miners' production weighed. This may be as much in the interest of the workers as of the industry itself because while the latter have to sell the production on the basis of weight, they have to pay wages on the basis of measurement and between the two there may be a considerable amount of difference.

Allowances and Bonuses

Dearness Allowance.—As a result of the discussions between the Government of India and principal Associations of mine owners in the country, in Jharia and Raniganj dearness allowance is being paid to the workers at the rate of 50 per cent. of the basic wages prevailing in the year 1939 to all those with an income up to Rs. 30 per month. The following is the scale of dearness allowance adopted by the Indian Mining Association from 1st July 1945 :—

Basic Wage	Dearness allowance.	
	per cent	
Up to Rs. 30 per month	50	
Rs. 31 to Rs. 50	40	with a minimum of Rs. 15
Rs. 51 to Rs. 100	35	with a minimum of Rs. 20
Rs. 101 to Rs. 300	30	with a minimum of Rs. 35

In a large majority of the collieries surveyed in the Jharia field, dearness allowance had been consolidated with wages.

It is understood that the Indian Mining Association have come to an agreement with Government under which the new wage scale for the miner-loader based on a 36 c.ft. tub will be a basic wage of Re. 0-8-0 per tub *plus* 75 per cent. to which will be added Re. 0-4-0 per day as retention allowance. This means that a miner cutting by pick and loading one tub would get Rs. 1-2-0 per day and for two tubs Rs. 2-0-0 per day. This is the minimum for a 36 c.ft. tub. Rates for smaller or larger tubs would be proportionate. The rates for loading machine cut coal and C. P. coal have still to be fixed but the minimum basic rate is not to be lower than the 1939 basic rates *plus* 75 per cent. For those who are not on piece work, the new rates will be the 1939 basic rates *plus* Re. 0-4-0, *plus* 50 per cent. This scale will apply to all time workers except those on a monthly salary.

In the railway collieries at Giridih and Bokaro, the rate of dearness allowance is Rs. 14 per month. The allowance is paid monthly on the basis of attendance to all time and piece workers, whether weekly or monthly paid and also to contract labour.

In the Central Provinces, the rate of dearness allowance varies from mine to mine. An important group of collieries in Pench Valley pays dearness allowance to its daily-rated employees at Re. 0-2-0 per day for more than five days' attendance in a week and 10 per cent. of the wages for less than five days' attendance. Monthly rated employees are paid 10 per cent. of the wages with a minimum of Rs. 3 per month. In one of the mines the rate of dearness allowance is 25 per cent. of the basic wages earned. Two mines pay dearness allowance at Re. 0-3-0 per rupee earned on the piece work system and at Re. 0-2-0 per day if the workers are time-rated.

[1]Report of the Royal Commission on Labour in India, p. 123.

One mine pays 12½ per cent. of the wages as dearness allowance while two others pay at the rate of 18¾ per cent. Some mines pay this allowance only to coal cutters and loaders at the rate of Re. 0-8-0 per foot in the case of former and Re. 0-1-0 per tub of coal filled in the case of latter. In Wardha Valley three mines are paying dearness allowance at the rate of 50 per cent. of the basic wages prevailing in the year 1939.

In Assam only the four mines belonging to the A.R.T.& Co. pay a dearness allowance at the rate of Re. 0-10-0 per rupee of earnings with a maximum of Rs. 15 per month to all their employees including contractors' labour. An emergency allowance of 10 per cent. of basic wages is also paid by these mines.

In the Punjab, the rate of dearness allowance varies from mine to mine. Some pay dearness allowance at Re. 0-2-0 per day for underground workers and Re. 0-1-0 or Re. 0-2-0 per rupee of wages earned to surface workers, while in others it is 12½ per cent. of the wages earned.

Attendance Bonus.—In the collieries in the Jharia coalfield and also in Raniganj it was found that attendance bonus was being paid as required by the Government of India circular. It was, however, seen that in several mines while the worker was being given Re. 0-2-0 per day of attendance the dependants' bonus as laid down in the Government circular was not being paid. It was stated by some of the colliery owners that they were not paying the dependants' bonus to workers coming from nearby villages as they had no means of checking the number of dependants the workers had.

Except for three collieries in Wardha Valley and about a dozen smaller ones in the Pench Valley, attendance bonus is being paid in all the collieries in the Central Provinces coalfields. Messrs. Shaw, Wallace & Co. pay Rs. 5 in kind every three months to those underground workers on piece-rate who have worked for 65 days and in the case of workers on daily wages an attendance of 75 days is required. The same rate is adopted by most of the mines but some mines pay attendance bonus only to miners and loaders. In two cases, however, cloth worth Rs. 3 is given half-yearly to workers attending for at least 130 days.

In Assam except for the mine at Cherrapunji, the rest pay a good attendance bonus. The A.R.T. mines pay this bonus on the following scale :—

Underground workers—

Re. 0-4-0 per day for those working 5 or more days per week.

Re. 0-2-0 per day for those working for 4 days per week.

Nil for those working less than 4 days per week.

Surface Workers—

Re. 0-4-0 per day for six days' attendance per week.

Re. 0-2-0 per day for five days' attendance per week.

The mine at Kongnyu pays good attendance bonus more or less on the same scale.

Monday Rate.—In two of the collieries surveyed in the Jharia field, an allowance called "Monday Rate" was being paid at one anna per tub on raising of the workers on Monday in order to encourage attendance on Mondays. It was stated by the managements of these mines that the payment of this additional bonus did not result in improved attendance on Mondays.

Production Bonus.—In the Jharia coalfield, only the Tatas have recently introduced a scheme of production bonus. Under this scheme, a production bonus on the basic wages varying from 25 per cent. to 100 per cent. is given to the workers in the particular seam on the basis of the output. The details of the scheme will be found in appendix XII. It is reported that the scheme was put into operation on 30th August 1945 and within a month the production per head was brought up and maintained from 1·5 to 2·9 tubs per head, thus, increasing the earnings of the miners by over 90 per cent.

Profit Sharing Bonus.—The Tatas are the only company in the coalfields who have introduced a scheme of a Profit Sharing Bonus for the workers since 1941

During the years 1940 to 1942, the bonus represented three months' wages while during 1942-44, it represented 2½ months' wages. The bonus is payable both to Sarkari and Contract labour provided they are on the rolls of the company from 1st April to 31st March. The qualifying period for the bonus is 190 days' attendance during the financial year. In 1943-44 it was found that 73·2 per cent. of the Sarkari labour had qualified for the bonus but so far as miners and loaders are concerned, only 25·3 per cent. had done so.

Benefits in Kind

The Young Plan.—The year 1943 was a most unusual year for the coal trade and the persistent fall in the output of coal caused the Central Government acute anxiety and two conferences attended by the Hon'ble the Labour Member and the representatives of the three Mining Associations were held in October 1943 and December 1943 for the purpose of " liberalisation of existing allowances " given to mining labour with a view to arresting the downward trend of production. In these conferences it was decided to supply the following rations to mining labour at the rate of six seers to the rupee :—

(1) 6 srs. a week for each man and woman worker, both on surface and underground ; 3½ srs. for each woman dependant (non-worker) and 1¾ seers for each child dependant (between 2 and 12 years of age).

(2) At least 5/6 of the total ration should be rice ; remainder to be wheat, *atta* or millets.

(3) Minimum four days' work a week will earn full ration. Less than four days will earn ration *pro-rata*.

Subsequently, in view of the grain supply position in the colliery areas in Bengal and Bihar, the Government of India decided to revise the rationing scheme originally decided upon. This revised scheme, commonly known as the ' Young Plan ' came into operation from 1st May 1944. According to it the ration which a mine worker will be entitled to draw will be in two parts as follows :—

(a) Basic standard ration.

4 seers per week for each worker (male or female),

4 seers for each adult dependant,

2 seers for each child between 2 and 12.

This ration was to be supplied at controlled rates.

In addition, a ration of *dal* of ¼ of the basic ration was to be made available at the concession rate of six seers to the rupee.

(b) Manual workers' ration.

½ a seer of rice for each attendance which is to be provided free.

The owners were asked to pay to each worker (whether manual or non-manual) for each day on which he attends work the sum of annas two if he is a single worker and annas three if he is a worker with one adult dependant or child or children and annas five if he is a worker with an adult dependant and a child or children.

The Working of the Young Plan.—It was stated by many mine owners that the Young Plan which provides for an attendance bonus in cash and for the giving of half a seer of free rice per day of attendance had a demoralising effect on the workers in as much as it was linked up with attendance and not production. It was stated that several workers just put in an appearance in the mine to qualify for these benefits without doing much work. On the other hand, if these benefits had been linked up with production, it would have succeeded more from the point of view of raisings. The idea underlying the plan of giving a benefit in kind was no doubt a very sound one as the workers and particularly, the womenfolk like to make sure of their grain. In some of the collieries, the managements of their own accord have linked the grant of grain concession with production instead of attendance.

Actually while the Young Plan is operating in the Jharia field, in Raniganj the Plan was not universally adopted and, therefore, there is thus a lack of uniformity in the system of these additional emoluments in different collieries in the Raniganj field. Some follow the Young Plan while others do not.

This plan never came in force in the Central Provinces, Assam and the Punjab coalfields. In these coalfields, however a cheap grain scheme is in operation. In the Central Provinces every employer is supplying cheap grain to his employees. Though the prices at which the different commodities are supplied are the same in all the mines, the number as well as the quantity of commodities supplied varies from mine to mine. Some supply wheat, rice, *Juar*, *arhar dal*, while others supply only rice and *Juar*. The total weekly quantity supplied also depends on the number of persons in the family and also varies from mine to mine. The supply of these rations is based on the number of days attended by the worker during the week. A worker attending five days or more is entitled to the full quota but if he is absent for more than two days, proportionate deductions are made from his quota. For less than two days' attendance, it is at the discretion of the manager whether to give the rations or not. These conditions of attendance are, however, not strictly followed by all the mines and at times rations are supplied irrespective of the number of days attended. For a worker with a wife and two children, the money value of these food concessions varies from Rs. 2-0-0 to Rs. 2-8-0 per week in different mines. On an average the weekly monetary benefit per worker comes to Re. 0-15-0. No arrangement has been made in this scheme for the supply of ration to the dependant parents of the workers. This causes much hardship in a family where there are old parents to be supported.

An important group of collieries in the Central Provinces supplies to its employees, in addition to food grains, commodities such as soap, bidi, matches, shoes and sandals. About half a dozen mines also supply to their employees at half the cost price either a pair of *dhoties* or a pair of *sarees* twice a year.

The Assam Railways and Training Company mines supply about 17 commodities of daily consumption at concession rates (see Appenix XIII), the net monetary benefit of which was about Rs. 1-11-0 in February 1946. The mine at Kongnyu supplies only rice at concession rate, the money value of which works out to eight annas per worker per week. Clothing is also supplied by the former in limited quantities at controlled rates while the latter supply cotton blankets, *sarees*, *dhoties*, jerseys, markin, etc. twice a year to the workers at cost price.

The money value of grain concessions only per worker in the different centres hereafter enquiries, been estimated by the supervisors as follows :—

TABLE (25)

Table showing the estimated money-value of food concessions per worker per week in the different coalfields in India

Centre	Money value of grain concessions
	Rs. a. p
Jharia	1 1 8
Raniganj	1 5 0
Central Provinces	0 15 0
Assam	1 11 0

Fines and Deductions.—In the Jharia and Raniganj coalfields generally fines are not imposed. However, detailed investigation showed that in some collieries fines were imposed for negligent work but the amounts were not shown in the register as such. In the cash book it was noted as a recovery without specifying any detail. In general, fining is almost nominal but punishment for any serious breach of discipline

takes the form of making a worker sit idle without work, wages and free rice for a day or two. Morever, the most usual method of imposing fines is of cutting the whole or part of the tub. In the Central Provinces, out of 32 collieries, 24 impose fines on their employees as a disciplinary measure. The incidence of the fine, however, seems to be very light. In about 13 mines a Fines Fund is maintained but in other cases the amounts realised from fines are credited to the company's general account. Upto the year 1944, the minimum amount in one of these funds was Rs. 15-0-0 the maximum being Rs. 371-0-0. Usually, the manager or the Agent of the mine is in charge of the Fines Funds. In one of the concerns it has been reported that the company also contributes an amount of Rs. 25 every month to the Fines Fund which is utilised for welfare work. In the railway collieries at Bokaro and Giridih fines are imposed on 'Sarkari' labour and the money so realised is credited to the Benefit Fund of the Company.

In the Jharia and Raniganj coalfields deductions are made on account of supply of gun powder and fuses, baskets and implements, advances and underloading of tubs. Deductions for the supply of gun powder and fuses amount to two and half annas to four annas per ton of coal raised. For underloading of tubs a miner gets proportionately less. As this is adjusted in tub rates, no deductions are shown in registers on this account. In the Central Provinces except for three collieries in Wardha Valley, deductions are made on acount of kerosene oil and explosives. Explosives are charged at the rate of five annas a pound in mines managed by an important group of collieries and at rates somewhat higher, generally six annas a pound, in other mines. The rate charged for kerosene oil is Re. 0-3-6 per seer in an important group of collieries and it varies from four to five annas per seer in other mines. On an average, the deductions on account of explosives and kerosene oil came to four to five annas per day from the wages of the coal cutters. It has been reported that in some mines short measures are being used for issuing kerosene oil. Deductions on account of supply of baskets and implements are not uncommon. In one of the collieries, a deduction of Re. 0-4-0 per week per gallery is made by the contractors on account of 'lumpy' coal cut by the miners.

Method of Wage Calculation.—Both in Jharia and Raniganj wherever the working is *Sarkari*, coal cutters and loaders work in pairs. The cutter cuts the coal by hand and the loader fills it in the tub made available to him nearest to the working place. The basis of payment in the case of both is a tub. The rates paid in the case of both vary according to the difficulty of cutting or loading, *e.g.*, hard coal and long lead and lift, etc. Where the contract system prevails a gang of workers varying from 2 to 30 are paid altogether on the basis of their production through the contractor, sirdar or head gangman. The only exception to this is to be found in some of the Railway collieries where even Sarkari labour is paid through a Sirdar or gangman. In some of the smaller mines in Jharia where there is no haulage and, therefore, no tubs, the cutters and loaders are paid according to heaps of coal made by them which are locally known as *khuddi* or *gadda*. These generally are of the following sizes :—

Khuddi — 18 ft. × 8 ft. = Capacity 1½ tons.

Gadda— 10 ft. × 10 ft. × 1 ft.
or
20 ft. × 5 ft. × 1 ft. } = 2½ tons.

Where coal is machine cut and blasted or only blasted there is no cutting and the loaders are paid according to tubs. In regard to trammers, the wages are calculated according to the number of tubs they push from the working place to the pit bottom or the haulage rope in the case of mechanised mines.

The method of recording the production is generally of the crudest type, both in the case of *Sarkari* and contract labour, particularly so in the case of the latter. With the exception of one large colliery in Jharia where a token is attached to the tub, in others the only record to be found is a pencil note by a *Sirdar* or a clerk (*Munshi*) showing the production of the cutter and loader. This record is made at the working place or at the starting point of the haulage. This is seldom shown to or seen by the workers concerned. The *Munshi* at the pit bottom checks up the tubs which go up with the record of the *sirdars* or sectional *Munshis* and this is further checked from the register of the record clerk at the top of the pit before the entries are transferred to

the mines payment books. Except for mines where there is *sarkari* working or in the case of cutters in Raniganj who are paid daily, there is no system of issuing pay slips to the workers.

In the Railway collieries at Bokaro and Giridih the method of calculation of wages is more or less the same except that the coal is woded direct into the wagons and payment under to the workers on Railway weighbidge weighments. The mainor sirdars & Contractors' munshi keep a wesd of the names of person employed in loadiug each wagon.

In the Central Provinces, coal cutters are paid according to footage and generally a surveyor is appointed by the company to measure the work done by a gang. Every Wednesday or Thursday the surveyor visits each gallery and measures the progress from his previous week's mark. The measurements are made in the presence of all the members of a gang or the head gangman alone. Complaints regarding wrong measurement are common. Such complaints are generally heard by the managers. Miners do not keep with them any records by which they can check themselves from time to time the gallery measurement. In regard to depillaring miners and loaders, underground supervisors, employed either by the company or contractor maintain their note books in which they write the number of tubs of coal loaded from each working place and this number is intimated to the loaders and depillaring miners. The supervisors daily hand over these records to the office. In some mines the supervisors are called 'writers'. The preparation of wages bill commences on Thursday or Friday and it is completed by 1 p.m. on Saturday.

All *sarkari* labour except a few coal-cutters in the mines of the Assam Railway and Trading Company in Assam is paid on daily or *haziri* basis. The men employed by the contractors including coal cutters are also paid on the same basis although the contractors are paid on a tonnage basis. In the mine at Kongnyu, however, the piece rate system prevails and the cutters are paid on footage and the loaders on the basis of tubs. At Cherapunji, the system of work and payment is somewhat peculiar. Owing to the thinness of the seams here the cutter cannot stand erect. He has a loader by his side with a basket tied behind him with a wheel attached in which the cutter loads the coal. The loader then crawls out and unloads the coal at the pitmouth. Another set of workers from the same gang then carry the coal in baskets, conical in shape and put it in a box of a 15 ft. cubic capacity weighing 7½ cwts. When one box is filled a pay-slip is given in which the name of one cutter and one carrier in the gang is mentioned. The payment is on the basis of the boxes. The amount received is distributed by the workers themselves among those who have helped to cut and carry the coal.

Method of Wage Payment.—In the Jharia and Raniganj coalfields, *sarkari* labour is generally paid directly by the management. Where, however, a contractor is employed, wages are paid to the gangman or the head of the gang. Sometimes, payment is made to the Sirdar for being distributed to the workers in his charge. Even in the case of *sarkari* labour, however, no acknowledgment or receipt of wages paid is generally taken from the workers. Except for the bigger collieries there is no system of having regular pay counters and in some cases there is only a single counter at which there is a terrible scramble on pay days. In this connection the counter system adopted by the Tatas at Digwadih deserves special mention in as much as there are separate counters for *sarkari* and contract labour and also for labour employed in different departments. There is also a proper 'In' and 'Out' arrangement.

Except in the Tata colliery there is, speaking generally, no direct supervision of the payments made to the workers. In the railway collieries, although technically the managements supervise the payments made by the raising contractors, in actual practice such supervision is nominal and ineffective.

In the Central Provinces, in some mines the counters are at some distance from the pitmouth and the workers have to spend some time before they can reach there. At the counter, the names of persons are called out and each person is asked the number of days attended by him or the number of tubs loaded by him during the week and if it tallies with the company's records, he is paid the amount and the word 'paid' written against his name. In very few mines thumb impressions or receipts are taken from the workers. In the bigger mines, heads of the departments are generally present at the time of distribution of wages. As regards coal cutters or those workers working in a gang, the head of the gang goes to receive the payment on

behalf of the gang. The amount thus received by the head gangman is distributed by him to his fellow workers in proportion to the number of days attended by each member of the gang. The distribution of wages amongst gangmen is rather a complicated affair as the head gangman has to take into account the number of days attended by each individual in other occupations as well, such as roof-dressing, side-dressing, etc.

An important group of collieries in Assam, where most of the labour is daily rated, has provided that the contractors should pay to the workers wages at rates laid down by the company in a schedule. All payments are made under the direct supervision of either the manager or the Assistant Manager of the Company. No thumb impressions are taken but every payment after it is made is endorsed by the supervising officer.

Wage Period.—In all the principal centres of the industry the wage period is generally a week for all those employed on piece work. The wage period, however, differs from mine to mine although, speaking generally, it is from Monday to Saturday. Coal cutters in many mines in Raniganj are paid every day after the completion of a shift. It was stated by the managements that they would prefer to pay the workers weekly but the custom had persisted for several years and they do not want to make a departure from it. There is no doubt that daily payment unnecessarily increases clerical work in a mine. Moreover, it may lead to greater absenteeism. Furthermore, daily payment cuts across a stable domestic economy because the worker would not have enough cash, unless he is thrifty, to buy any expensive item of consumption such as a pair of *dhoties* or a shirt. The weekly wage period sometimes differs in the same mine for different types of workers. For instance, the wage period for miners and loaders in some mines is from Monday to Saturday while for other occupations it is Saturday to Friday as also Thursday to Wednesday.

In the Central Provinces, the wage period generally starts on Thursday and ends on Wednesday, though in a few mines it starts on Friday and ends on Thursday. Only in one mine the wage period is from Monday to Saturday.

In Assam, the wage period is a week except in the mine at Cherapunji where it is 8 days. In this case the workers are paid on the bazaar, day which occurs on every eighth day.

The wage period in the Punjab is Saturday to Thursday and payment is made on Fridays.

Pay Days.—In Jharia, in the majority of the collieries, wages are paid on Saturday evening and Sunday morning. Sunday is generally a weekly holiday but where the payment is made on Sunday morning, the workers have to spend about half the day in receiving their wages. Generally, the time spent in the recovery of wages varies from 15 minutes to two hours. Some of the colliery owners stated that they could not complete the payment to all the workers on a Saturday and that if this were attempted, it might affect production. Moreover, their view appeared to be that the workers did not mind attending on a Sunday for receiving payment because Sunday was an off-day and bazaar day and they could take their wages and proceed to the bazaar. The Labour Commission have discussed the matter at some length in their Report and pointed out that payment on Sundays, especially in the case of workers coming from neighbouring villages, was likely to result in greater irregularity. They, therefore, recommended that "if after a reasonable time, payment on a rest day has not been discontinued, Government should take steps to prohibit the practice[1]." So far, this practice has not been prohibited. In this connection the following statement for 47 sampled mines in Jharia which shows that Sunday payment is still common, is of interest:—

TBLE (26)

Statement showing the wage periods and payment days in the sampled mines in Jharia coalfield

Wage Period	Payment Day	Wage Period	Payment Day
1. Thursday to Wednesday . . .	Saturday	4. Friday to Saturday	Saturday and Sunday noon
2. Monday to Sunday (morn. 7 A.M.)	Saturday & Sunday noon	5. Monday to Saturday	Saturday
3. Monday to Sunday (morn. 7 A. M.)	„	6. „	„

1 Report of the Royal Commission on Indian Labour, p. 121.

TABLE (26)

Statement showing the wage periods and payment days in the sampled mines in the Jharia coalfield

	Wage Period	Payment Day
7.	Monday to Saturday	Sunday
8.	,,	Saturday & Sunday (morn.)
9.	,,	Saturday
10.	,,	,,
11.	,,	,,
12.	,,	,,
13.	,,	,,
14.	Monday to Saturday	Saturday
15.	Saturday to Friday	,,
16.	,,	,,
17.	Sunday to Saturday	Saturday & Sunday
18.	Monday to Saturday	Saturday
19.	,,	,,
20.	Saturday to Friday	Saturday & Sunday
21.	,,	,,
22.	Monday to Saturday	,,
23.	Monday to Saturday	Sunday
24.	,,	Saturday & Sunday
25.	,,	,,
26.	Tuesday to Saturday	Saturday
27.	Saturday to Sunday	Sunday
28.	Sunday to Saturday	Sunday
29.	Monday to Saturday	Sunday
30.	,, ,,	,,
31.	,, ,,	,,
32.	,, ,,	Saturday
33.	,, ,,	,,
34.	,, ,,	,,
35.	,, ,,	,,
36.	,, ,,	,,
37.	,, ,,	,,
38.	,, ,,	,,
39.	,, ,,	Saturday & Sunday
40.	,, ,,	,,
41.	,, ,,	,,
42.	,, ,,	,,
43.	,, ,,	Sunday
44.	,, ,,	,,
45.	,, ,,	,,
46.	,, ,,	,,
47.	,, ,,	,,

In the case of weekly workers when the week ends on a Saturday, wages are paid the same evening or the next morning but when the week ends on a Wednesday, about three days elapse between the date when wages become due and are paid.

In none of the collieries were any complaints regarding delays in the payment of wages.

Complaints in regard to Method of Calculation and Payment of Wages.—In the larger coalfields there are loud complaints by the workers about favouritism shown in the allotment of working places and supply of tubs. This was confirmed by some of the managements themselves. The trouble appears to be that this work is generally left to the lower supervisory ill-paid staff who are not able easily to overcome the temptation of making an additional income of a few rupees by the adoption of methods which are not above board. Another source of grievance is that the loaders are made to overload their tubs and the excess is fitted in empties and the *sirdars*, *munshis* and tub-checkers acting in collusion pocket the difference. This is noticeable particularly in the smaller collieries where there is not much supervisory staff underground. Although there is no general practice of fining, 'cutting' of tubs by which is meant that no credit is given for a tub if it is under-loaded is a frequent occurrence. The aggrieved worker has little or no relief except where the workers are vocal and the managements open to argument. Another source of grievance is that the clerks, tub-checkers and *munshis*, etc., take bribes and give larger credit to some and less credit to others for the work turned out.

In regard to actual payments, where these are made by the companies' clerks, one usual method adopted for short payments is to pay the wages in round figures (*e.g.*, Rs. 5-0-0 for Rs. 5-4-3 or Rs. 5-8-0 for Rs. 5-14-9 etc.) and to pocket the difference. Sometimes the payments drag on till late in the evening or night and the workers are told that the change is exhausted and if they want immediate payment it should be taken in round figures only (*e.g.*, Rs. 4-0-0 for Rs. 4-13-7 etc.). Where payment is made by the *Sirdars*, or gangmen or by a contractor's servants short payments is the rule rather than the exception. Deductions of all conceivable kinds are made such as different types of commissions, allowances, conventional gifts, etc., of which there is neither a clear nor a hidden record. The gangman in addition to getting his commission often pockets his share as one of the gang responsible for its production. It is also not uncommon for the gangman to be a moneylender and to recover what he considers his dues from the wages of those working in his gang. This is one of the means of keeping the labour steady.

At some mines it is the practice for the company to maintain the records of the contractors. In such cases, the contractor submits his bill but the company pays the contractor only the balance of the bill which remains after payments to workers employed by contractors are made.

Corruption and bribery are reported to be rampant at the time of payment. It has also been reported that at times workers do not get the amount for which their acquittance is taken and that at times it is very difficult to get the unpaid wages. It is difficult to prove such allegations but they, no doubt, make out a strong case for a vigilant supervision at the time of distribution of wages to the workers. Cases are reported of the members of the subordinate staff earning about only Rs. 30-0-0 per month amassing large fortunes. The pay clerk's job in many mines is, like a waiter's job in a fashionable restaurant, a coveted one. As the working conditions underground vary, bribes are taken by contractor's men while allotting work to miners at convenient spots.

It is difficult to substantiate such allegations although during the investigation all my field staff as also myself received a strong general impression that bribery and corruption among the lower supervisory staff as also among the clerks was rampant. This impression was confirmed by several outspoken managers who, however, pleaded their helplessness in the matter owing to the type of individual available for jobs on the prevailing rates of pay which in the case of clerks in Jharia and Raniganj is about Rs. 25-0-0 to Rs. 30-0-0 per month. It would also appear that the method of keeping records adopted by the collieries leaves loopholes for a great deal of corrupt practice. This applies particularly to the records maintained by raising contractors which are often so confusing that it is difficult to make out anything from them. In any case, an organised industry like the coal industry ought to be, like Caesar's wife above suspicion in the matter of payments due to its workers.

Application of the Payment of Wages Act to Mines.—The Royal Commission on Labour in India recommended that the Payment of Wages Act should be made applicable to factories, mines, Railways and plantations[1]. The Burrows Committee of 1937, which examined the position stated as follows :—

" The principal provisions of this Act are those which fix the kinds of deductions that can be made from wages, prescribe a procedure for imposing fines, and lay down that the total fines imposed in any wage period shall not exceed half-an-anna in the rupee of the wages payable for that period. It is this last limitation that is considered inadequate as a disciplinary measure in coal mining. It is felt that safety in mines is so important while acts or omissions in connection with Safety Regulations may have such serious consequences, that the management should be able to inflict fines heavy enough to act as a real deterrent. Tampering with a Safety lamp in a gassy mine may, for instance, involve many human lives, while failure to attach a drag or back stay to an ascending train may have disastrous results. It has been suggested therefore that the extension of the Act to coal mines should be postponed or that the maximum fine should be increased to one day's wages. We think that the matter should be further considered before any decision is taken [2]".

The Bihar Labour Enquiry Committee in their Report recommended that "the Payment of Wages Act should be extended to mines and quarries [3]".

The present survey shows that—

(a) there are no undue delays in the payment of wages ;

(b) fines as such are not excessive but there are heavy deductions on account of cutting of tubs ;

(c) other forms of deductions are for supply of kerosene oil, tools, explosives, etc. This is to be noticed prominently in the Central Provinces ;

(d) owing to the prevalence of the contract and gang systems there is little direct payment to the workers except in a few large mines employing *sarkari* labour ;

(e) the wages books, generally those of contractors, are maintained in a most haphazard manner and the workers have no means of checking their output ;

(f) complaints of short payments are common ;

(g) no receipts or thumb-impressions are generally taken from the workers and wages not claimed on the due date are sometimes misappropriated by the *munshis* and clerks.

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[1] Report of the Royal Commission on Labour in India, Vol. II, p. 241.
[2] Report of the Coal Mining Committee, 1937, Vol. I, pp. 179-80.
[3] Report of the Bihar Labour Enquiry Committee, Vol. I, p. 288, para. 328.

Several managers of mines and also the employers' associations were consulted in regard to the feasibility and desirability of the application of the Payment of Wages Act to coal mines and the consensus of opinion appeared to be that even if they wanted to levy heavy fines they could not do so for the fear that the coal cutter or loader might leave the mine." It was reported that very often a fine which had been imposed was refunded to the worker in case he showed improvement. The principal objection of the leading employers to the application of the Act to coal mines appeared to be that the nature of work in a coal mine being hazardous in character, for a serious offence which may involve danger to the life not only of the negligent worker but of those around him, the imposition of a small fine might not act as a detriment and may, thus, have serious consequences. They, therefore, felt that provided that some provision is made in the law to empower the manager to impose fines in excess of the present permissible limits of the Act, they would have no objection to the application of the Act to the industry. Alternatively, it was suggested that the mines could be compelled to keep fines registers and the Chief Inspector of Mines empowered to inspect such registers.

It must be conceded that the incidence of cash fines is not heavy and that wages are paid promptly, in fact, in some cases as in Raniganj, too promptly. But, owing to the employment of a series of middlemen, the prevalence of the system of indirect payment, the utter lack of method in the maintenance of registers and the almost entire absence of supervision over payments, there is good reason to believe that many workers fail to get their dues. Legislation, on the basis of the Payment of Wages Act with suitable modifications to meet the needs of the industry would, therefore, greatly assist in removing many of the irregularities in regard to the payment of wages which appear to exist today.

Fixation of a Minimum Wage.—So far as is known, the question of a guaranteed m nimum wage in the Indian coal industry has received no careful or detailed investigation. For that matter the conception of a minimum wage for industrial workers is still in its infancy in India although recently the Government of India have prepared a comprehensive Bill on the subject. In regard to minimum wages in the coalfields the Royal Commission on Labour in India has made the following observations [1]:—

" Our recommendation is that every worker on piece work who goes underground shall automatically be credited for purposes of payment with a certain minimum output for every shift of 8 hours or more worked. We should leave to an authority well acquainted with local conditions, the amount of this guaranteed minimum output and also the determination of the area over which the same rate should apply. The standard fixed should in no case exceed the normal daily output of a man of average skill and industry. Being anxious to avoid setting up new authorities where existing bodies will serve the purpose, we consider that the Mining Boards might be utilised for this purpose over the areas which they cover, provided that, whatever the stitution of the Boards for other purposes they contain an equal number of represen tatives of employers and workers when sitting to determine standards. It will be necessary for these Boards to frame rules to prevent abuse of the provision recommended in this paragraph ".

As far as is known, no action has been taken so far on this recommendation.

The views of the different representative mine owners and mine workers' associations, etc. may be briefly set out here. The Indian Mining Association have in their memorandum stated as follows :—

" We are in favour of a fixation of minimum wage, provided it is linked to output. Any attempt to introduce minimum wages also necessitates the fixing of minimum prices of coal. It is not clear what is definitely meant by the phrase "least skilled" occupation, and before any minimum wage is suggested for such an occupation full information has to be collected about the existing rates for such occupation in all the mines in a particular area to determine what would be a suitable minimum rate."

Conditions of work differ from mine to mine, which adds to the difficulty of fixing one minimum wage for all mines.

[1] Report of the Royal Commission on Labour in India, p. 122.

As long as there exists difference in rates of wages of men and women in other industries, equalisation of minimum rates for these classes of workers in the coal mines is undesirable.

The Indian Colliery Owners' Association, Dhanbad, were of the view that a minimum wage, if laid down, should be linked up with the selling price of coal and also with production of the individual concerned. They were tentatively of the view that the difference in the earnings of mine workers (excluding workshopment between the most skilled and the least skilled worker should be about 25 per cent. only.

The Chairman of the Sub-Committee of the Central Provinces Mining Association was in favour of laying down a minimum wage and felt that for the least skilled worker in the Central Provinces the minimum wage should be about twelve annas per day. The Central Provinces Mine Worker's Union advocated a minimum wage in the Central Provinces of Rs. 1-8-0 per day.

The following observations made by the Chief Inspector of Mines on this question are of interest :—

" Under the present conditions it would be extremely difficult to fix a minimum wage at many coal mines for underground workers because of lack of uniformity in working. For instance, it is quite common to find tubs of various sizes at mines, even in the same seam and wherever conditions permit tubs of a uniform size should be provided in order that the coal cutter or miner can get a uniform rate. Except in thin and steeply inclined seams there seems no reason why tubs of a uniform size should not be used and this question has been taken up before by the Department of Labour, when it was decided that the matter should be reconsidered after the War when materials for making tubs were available. I, therefore, think that immediately supplies of materials are available, this matter should be investigated with the object of obtaining uniformity, as far as practicable, in the size of tubs so that a fixed rate for a tub of a certain size could be given. Some underground workers and surface workers are paid weekly and there will be no difficulty in fixing the minimum rate for these workers but it would be necessary to fix a minimum wage in accordance with the cost of living and for this reason a sliding scale would be necessary so that a minimum wage could be adjusted to the cost of living. In considering the minimum wage the selling price of coal must not be lost sight of. I well remember that during the time of depression coal was being sold after being carted for one mile at Rs. 1-8-0 per ton in the Jharia coalfield, and on making enquiries I found that the mine owners concerned were actually losing on the working of their mines but if they had closed their mines their losses would have been greater on account of the royalties and minimum rents, etc. that they were compelled to pay. For the purpose of fixing minimum wages I think that a Tripartite Board consisting of Government, employers and workers' representatives would constitute a most suitable body for fixing rates, as they would be conversant with the varying conditions throughout the various coal-fields."

It is naturally impossible in this Report to consider in any detail the question of laying down and enforcing a minimum wage for workers in Indian coal mines but a few broad observations may be attempted here in the light of the evidence obtained during the present enquiry.

The nature of work in a coal mine, particularly underground, varies so greatly in character that the fixation of any basic minimum wage is naturally fraught with the greatest difficulty. At the same time, there is ample precedent for doing so in other countries, particularly in the United Kingdom, where conditions of work are far more difficult and probably more varied as well. Moreover, as other sections of this Report will show, owing to the entire lack of organization among the workers for collective bargaining and the policy of *laissez faire* followed until recently by the State, wages in the industry continue to be low although recent active governmental intervention has resulted in considerable levelling up of earnings. At the same time it may be stated here that when coal prices fell to uneconomic level a few years ago, it was stated by some managers that they could beat down the labour and a

coal cutter could be paid as little as one or two annas per tub only. In this connnection it may also be stated that as pointed out by the Royal Commission on Indian Labour "the I.L.O. Convention of 1928 contemplates the creation of such machinery only in the case of "Trades or part of trades (and in particular in home working trades) in which no arrangements exist for the effective regulation of wages by collective agreement or otherwise and wages are exceptionally low."[1]

Both the above criteria appear to be satisfied in the case of the coal industry.

The main points for consideration in regard to this subject are whether the minimum wage should be related to attendance or to production. At present, the system of payment to coal miners, loaders, etc., is the piece-system except in Assam. The nature of work in a coal mine is such that unlike factories, supervision can never be very effective unless the overhead costs are unduly increased. Thus, for certain occupations at any rate, such a wage would have to be related to production. Here, however, another important point arises namely that the worker is often prevented from producing all he can because of shortage of tubs, breakdown of machinery, etc. Some of these obstacles, as will be seen from the foregoing paragraphs, are preventable; it is obviously unfair that a worker should spend eight hours underground and for no fault of his own not be able to earn his daily wage. In this connection the suggestion made by the Labour Commission has a great deal to commend itself. Moreover, while without further experience it may be difficult to advocate the daily rate system for miners prevailing in Assam, the experiment, at any rate, proves that given proper supervision, it is not entirely unthinkable.

So far as is known, beyond considerations of supply and demand there is no other basic principle underlying the existing wage structure in the industry. Nor does it appear that the differentials between the different occupations have been worked out on any scientific basis.

The present enquiries show that in the Jharia coalfield where hand cutting is done under normal conditions an average cutter and loader between them can produce one tub of coal (the *hazri* tub) of 36 c. ft. capacity weighing 16 to 17 cwt., and the average earning, including dearness allowance, attendance bonus and free rice comes to about Re. 1-0-0 to Rs. 1-2-0 per day. This, it would appear is considered low at the present scale of living costs and the Indian Mining Association has agreed to an earning of about Rs. 1-4-0 per day per tub. Similarly the minimum wage at the other end of skill and arduousness of the task, namely, that of the least skilled surface worker could also be determined. Here, however, the consideration of paying a living wage may have to be given greater consideration as the existing rates might have been much too low, as in some cases they are, owing to the fact that the supply of unskilled labour may be in excess of the demand and that necessitous individuals like women are often employed on this work. In this connection it may be stated that those who have given consideration to the matter seem to be of the opinion that the wage differential between the coal cutter and the surface loader should be one of about 25 per cent. That is to say, that if the coal cutter is paid Rs. 1-4-0 per day for standard production, the surface loader should receive Re. 1-0-0 for a standard task. The earning to be aimed for occupations lying between these two extremes could easily be fixed according to the comparison of the degree of skill etc., with occupations at the two extremes. In this connection it is pertinent to observe that often times in the same mine a multiplicity of wage rate exists for occupations which are almost similar. It would be a desirable reform, therefore if the wage differentials are confined to a handful of really dissimilar occupations.

As stated already, conditions of work in a coal mine differ widely and it will naturally be necessary to have a series of allowances, etc. in addition to the basic minimum wage to compensate the worker for a task more difficult or arduous than the normal. There is again ample precedence for this in the wage history of factory industries, *e.g.*, the Lancashire Cotton industry. As a matter of fact, even in the Indian coal industry, a series of allowances are paid for difficult workings, such as, long lead, lift, etc.

In the light of the above discussion as also in the light of the discussions of wage statistics the conclusion seems irresistible that in the coal industry it is desirable

[1] Page 212 of the *Report*.

and necessary to have some regulation for fixing and enforcing a minimum wage. So far as piece workers are concerned it should have some relation to production in terms of a standard tub with provision for allowances for difficult working places, etc. The wage fixed and the earning aimed at for coal cutters and loaders could be taken as a starting point for determining the differentials for less skilled occupations in a mine. It is important, however, that in the case of the latter, the minimum to be fixed should ensure at least a subsistence level.

One of the difficulties in fixing and enforcing a minimum wage would be that at present a considerable proportion of labour is employed through and paid by numerous intermediaries. It is possible to lay down in the terms of the contract that the minimum shall be paid but it may be more difficult to enforce such a provision. Actually some mine-owners make this a term of the contract but the contractors more often than not violate such a provision. There is no doubt, whatever, that apart from the question of paying a minimum wage, the system of indirect payment must be abolished and even when contractors are employed the management must be made directly responsible for payment to workers in their premises.

To ensure a fair selling price for a national key industry like the coal industry is undoubtedly the function of the State and it can ordinarily be expected that if the State lays down a minimum wage it would see to it that the representative firm is in a position to pay such a wage.

Changes in Wages and Earnings during Recent Years.—We may take here as our starting point the information contained in the Report of the Royal Commission on Labour in India. The Commission has quoted some figures from the Annual Report of the Chief Inspector of Mines but has pointed out that these figures must be accepted with some reserve because they are not subject to any scrutiny.[1]

The following table compiled from the Annual Reports of the Chief Inspector of Mines shows the wage position in principal centres and occupations in 1929, 1939 and 1942:—

[1] Pp. 201-2 of the *Report*.

TABLE (27)

AVERAGE DAILY EARNINGS IN DECEMBER, 1929, 1939 AND 1942*

Name of Coalfields	Miners—Underground			Loaders—Underground			Skilled—Surface			Unskilled—Surface		
	1929	1939	1942	1929	1939	1942	1929	1939	1942	1929	1939	1942
1	2	3	4	5	6	7	8	9	10	11	12	13
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Jharia Coalfields.	0 13 6	0 9 9	0 11 0	0 11 0	0 8 9	0 10 0	0 13 3	0 10 3	0 12 0	0 8 9	0 5 0	0 8 3
Raniganj Coalfields	0 13 0	0 9 0	0 10 9	0 10 3	0 7 9	0 9 3	0 11 6	0 9 6	0 11 0	0 8 6	0 6 3	0 7 3
Giridih Coalfield	0 12 9	0 10 0	0 13 0	0 12 0	0 11 9	0 10 9	0 14 0	0 14 0	1 2 3	0 8 0	0 8 0	0 10 9
Assam Coalfield	1 5 6	1 0 6	1 3 9	1 3 6	1 0 3	1 2 9	0 15 9	0 14 0	1 2 6	0 12 0	0 11 6	0 13 6
Punjab Coalfield	0 14 3	0 14 0	1 5 0	0 12 6	0 13 3	1 3 6	0 14 6	0 12 9	1 1 0	0 11 3	0 8 0	0 11 3
Pench Valley Coalfield (C.P.)	1 2 0	0 12 0	0 15 9	0 10 6	0 7 6	0 15 9	0 10 6	0 9 0	0 11 6	0 10 3	0 6 9	0 7 6

*Compiled from the Reports of the Chief Inspector of Mines in India.

In spite of the possible deficiencies of the figures it is quite clear that as compared to 1929 there was a fall in the earnings of 20 to 30 per cent. in 1939 in the principal coalfields apart from the fact that family earnings also went down owing to the ban on the employment of women underground. Here it must be stated that during this decade the industry was in the grip of a depression and the fall in the earnings is probably due to large cuts in wages effected by the mines. It is noticeable that the fall in the earnings of unskilled workers on the surface was particularly pronounced being of the order of about 40 per cent in Jharia as compared to 1929. The 1942 figures show that despite the 10 per cent. increase in wages given in 1939 the earnings level had not even returned to the 1929 level and was actually considerably below it.

Results of the Wage Census.—We may now proceed to discuss the results of the Wage Census conducted for purposes of the present investigation. It has been stated already that in order to get an accurate picture of the position in regard to wages and earnings, a Wage Census on the basis of a sample was conducted in all the coalfields. The difficulties experienced in conducting the Census have already been referred to in an earlier section of this Report. These mainly were due to the lack of standardization of pay sheets, the fact that in the Indian owned collieries especially, different registers were maintained for different types of remuneration such as wages, allowances, etc. and that these are not always written in the same language. The greatest difficulty, however, was in connection with the labour employed by contractors or even where the *Sarkari* system prevailed but the work was done in gangs and no individual attendances were shown and also no individual payments were made. When the results of the Census were tabulated, it was found that, statistically speaking, there were very considerable inconsistencies as between mine and mine where there were raising contractors or work was done through large gangs. In order, therefore, to arrive at accurate wages and earnings figures the data for many of the mines which do not maintain proper records had to be discarded and the figures presented in the tables in this section incorporating the results of the census relate only to mines where either individual payments were made or where the registers clearly indicated the attendance of each individual who was working in a gang. Thus, although the Wage Census was conducted in no fewer than 199 mines in the country covering 114,257 workers, for purposes of the following analysis only 139 mines employing 84,040 could be taken into consideration. This was inevitable in view of the difficulties of the case. In regard to the mines, however, for which the wages and earnings data have not been analysed, the material gathered has been made use of in the various sections of the Report.

In appendices XIV and XV will be found detailed tables regarding wages and earnings in individual mines in Jharia and Raniganj for important selected occupations. In the body of this section the weighted averages of wages and earnings are presented and discussed for each of the centres.

Jharia.—It is difficult to draw any generalization from the figures presented in the following table except to point out that skilled workers such as miners earn about Re. 0-14-0 to Re. 1-0-0 per day while women coolies earn about Re. 0-8-0. For full time work in the week the range of the earings would vary from Rs. 3-0-0 for the least skilled women operatives to about Rs. 6-0-0 for highly skilled operatives such as coal cutters. These figures are exclusive of allowances in kind which have been described already. It would appear that contract labour does not necessarily receive lower wages than *Sarkari* labour and in some cases actually receives a few annas more per week.

TABLE (28)

Table shoing weighted averages of wages & earnings of coalmine workers in important occupations in the Jharia Coalfield

Occupations	Sarkari Labour: No. of samples	Average No. of days worked	Average weekly wages	Average weekly net earnings	Average daily net earnings
			Rs. A. P.	Rs. A. P.	Rs. A. P.
1. Miners & Loaders (Gang.)	2,180	5·06	3 13 9	4 9 1	0 14 8
Do. (Single)	2,590	4·37	3 3 11	4 8 1	1 0 6
2. Trammers (Gang)	299	5·5	5 10 2	6 11 7	...
Do. (Single) P	171	5·8	2 9 4	4 10 11	0 12 10
Do. Do. T	506	5·2	3 1 11	5 5 10	1 0 5
3. Onsetters	160	5·6	3 2 0	5 2 5	0 14 8
4. Bailing Coolies (Gang)	6	6·0	3 1 0	3 15 0	0 10 6
Do. (Single)	304	4·9	2 8 0	3 6 7	0 11 3
5. Line Coolies	220	5·2	3 1 5	4 9 0	0 13 11
6. Propping Coolies	467	5·6	3 8 5	5 4 9	0 14 11
7. Hazri Coolies	49	5·1	3 13 6	4 8 6	0 12 11
Hazri Kamins	4	6·0	2 6 0	3 2 0	0 8 6
1. Trammers (Gang)	322	5·7	3 11 6	4 10 0	...
Trammers (Single) P.	65	5·9	2 6 4	4 8 11	0 12 4
Trammers (Single) T.	265	5·0	3 4 0	5 1 11	1 0 4
2. Wagon Loaders	647	4·5	3 2 4	3 12 0	0 13 8
3. Banksmen	157	5·6	3 5 1	5 5 10	1 0 3
4. Line Coolies	40	5·4	3 11 9	4 14 9	0 14 1
5. Hazri Coolies (Gang)	32	6·0	2 3 6	4 0 6	0 10 9
Do. (Single)	840	5·2	2 13 1	4 3 6	0 12 6
1. Miners & Loaders C. P. Raisings (Gang).	120	4·7	4 6 9	5 1 10	1 1 6
Miners & Loaders (Gang)	534	5·0	4 3 5	4 13 7	0 15 6
Do. (Single)	272	5·8	4 3 9	4 13 7	1 0 7
2. Trammers (Gang)	87	5·5	3 6 8	4 6 10	...
Do. (Single)	17	4·9	3 6 11	4 1 0	0 13 5
3. Bailing Coolies	4	6·0	6 0 0	6 12 0	1 2 0
4. Line Coolies	6	6·0	5 6 4	6 2 4	1 0 5
5. Propping Coolies	13	5·7	3 8 11	5 4 0	0 14 8
6. Hazri Coolies	1	6·0	3 0 0	3 12 0	0 10 0
Hazri Kamins	20	5·0	2 0 9	2 9 9	0 8 5

Occupations	Contract Labour: No. of samples	Average No. of days worked	Average weekly wages	Average weekly net earnings	Average daily net earnings
			Rs. A. P.	Rs. A. P.	Rs. A. P.
Underground					
Miners and Loaders (Gang)	5,710	4·07	2 14 4	4 5 11	...
Miners & Loaders C. P. Raisings (Gang).	502	4·99	3 13 11	5 3 11	...
Miners and Loaders C. P. Raisings (Single).	618	5·09	3 4 2	4 11 5	0 15 1
Miners & Loaders (Single)	859	4·84	3 1 4	4 4 0	0·14 3
Trammers (Gang)	627	5·7	3 2 4	5 0 3	...
Trammers (Single) T.	20	5·6	3 7 0	4 4 7	0 12 0
Do. Do. P.	75	6·0	2 6 6	4 10 11	0 12 6
Onsetters	3	6·0	4 9 6	5 5 6	0 14 3
Bailing Coolies	45	5·8	3 2 10	4 1 2	0 10 8
Line Coolies	10	6·0	5 1 9	5 15 2	0 15 10
Propping Coolies	9	6·0	5 4 0	6 0 0	1 0 0
Surface					
Trammers (Gang)	1,021	5·8	2 12 8	4 3 0	...
Trammers (Single) P.	68	6·0	2 2 3	4 5 0	0 11 6
Trammers (Single) T.	7	3·1	2 11 2	2 11 2	0 13 9
Wagon Loaders (Single)	238	4·6	1 10 1	3 1 2	0 10 11
Wagon Loaders (Gang) P	2,242	5·4	2 8 3	3 11 10	0 11 2
Do. Do. T.	206	4·4	2 8 2	3 8 6	0 13 0
Banksmen	3	6·0	4 9 6	6 1 6	1 0 3
Line Coolies	6	5·6	4 5 5	5 3 9	0 14 9
Hazri Coolies (Single)	7	4·9	3 3 5	3 14 0	0 11 5
Do. (Gang).	49	5·1	1 12 5	3 1 7	0 10 1
Quarry					
Miners & Loaders (Gang)	1,000	5·2	3 2 1	4 5 0	...
Trammers (Gang)	100	6·0	2 10 5	4 2 5	...
Line Coolies	3	6·0	5 4 0	6 2 0	1 0 4

P.—Piece rate. T.—Timerate C.P.—Country Powder.

Raniganj.—The following table summarises the position in regard to wages and earnnigs in important occupations in the Raniganj coalfield :—

TABLE (29)

Table showing weighted averages of wages and earnings of coalmine workers in important occupations in the Raniganj Coalfield

Occupations	Sarkari Labour: No. of samples	Average No. of days worked	Average weekly wages	Average weekly net earnings	Average daily net earnings	Occupations	Contract Labour: No. of samples	Average No. of days worked	Average weekly wages	Average weekly net earnings	Average daily net earnings
			Rs. A. P.	Rs. A. P.	Rs. A. P.	*Underground*			Rs. A. P.	Rs. A. P.	Rs. A. P.
Miners & Loaders (Gang)	3,040	4·6	3 11 5	4 9 9	0 15 10						
C. P. Coal Cutters and Loaders (Single)	40	4·7	2 12 11	4 3 5	0 14 2						
Miners & Loaders (Single)	1,256	4·1	3 14 7	4 2 9	1 0 6	Miners & Loaders (Single)	1,121	3·4	3 2 6	3 9 5	1 0 7
						C. P. Miners and Loaders (Gang).	912	4·0	5 12 7	5 10 2	1 7 1
						Pick Coal cutters and Loaders (Gang).	215	2·7	3 9 7	4 8 9	1 4 11
Trammers (Single)	1,007T	4·5	2 9 4	3 14 2	0 13 10						
	510P	5·4	4 10 8	6 7 3	1 3 2	Miners & Loaders (Gang)	4,151	4·4	3 7 7	3 14 0	0 13 11
Trammers (Gang)	200	5·8	3 8 8	4 10 5	0 12 5	Trammers (Gang)	327	5·3	4 4 8	4 5 0	0 14 0
Onsetters (Single)	173	4·7	3 8 2	4 8 6	0 13 11	Trammers (Single)	120	5·3	3 11 11	4 2 10	0 12 9
Bailing Coolies	575	4·9	2 12 7	3 4 3	0 10 7	Onsetters (Single)	40	5·1	3 1 4	3 15 9	0 12 8
Line Coolies	321	5·1	3 2 5	4 0 5	0 12 7	Bailing Coolies	20	5·1	3 1 0	3 3 10	0 10 2
Propping Coolies	542	5·1	3 10 4	5 0 1	0 15 5	Line Coolies	40	5·3	4 4 0	4 8 4	0 13 7
Hazri Coolies	M 90	4·6	3 11 9	3 12 0	0 13 1	Propping Coolies	22	5·2	5 5 1	5 8 0	1 0 10
	F 66	5·8	4 0 3	4 1 5	0 11 1						
						Surface					
Trammers (Single)	406	4·9	2 11 2	3 8 9	0 13 3	Trammers (Single) T.	142	4·7	2 13 11	3 13 9	0 12 5
Trammers (Gang)	133	5·9	4 13 6	5 13 11	0 15 9	Do. P.	49	6·0	6 10 2	6 11 9	1 1 7
Waggon Loaders (Gang)	786	5·4	2 8 5	3 3 10	0 10 2	Trammers (Gang)	256	5·7	4 5 3	4 9 4	0 12 11
Banksmen	58	5·5	3 12 2	4 12 8	0 14 0	Waggon Loaders (Gang)	613	4·2	2 3 1	2 8 6	0 9 9
Line Coolies	47	5·4	2 15 2	3 0 1	0 10 9	Banksmen	60	5·2	3 4 8	4 1 8	0 12 0
Hazri Coolies	538	4·6	2 12 3	3 1 5	0 11 1	Hazri Coolies	14	6·0	4 1 2	4 13 2	0 12 10
						Quarry					
Miners & Loaders (Single)	11	2·6	4 6 11	4 6 11	1 10 10	Miners & Loaders (Gang)	271	4·0	3 1 11	3 4 0	0 12 8
Miners & Loaders (Gang)	89	5·3	4 10 11	5 4 5	0 15 11	Trammers	6	6·0	2 1 10	2 13 10	0 7 7
Trammers	9	3·2	2 13 1	2 13 1	0 14 0	Bailing Coolies	3	4·0	3 6 8	3 14 8	0 15 8
						Line Coolies	18	5·9	6 4 11	6 4 11	1 1 2

T—Time rate.
P—Piece rate.

M—Males.
F—Females.

Among underground workers, it will be seen that miners and loaders on the *Sarkari* system earn about a rupee per day, the average daily earning of similar workers under contractors being in the neighbourhood of about Re. 0-14-0. Trammers, both *Sarkari* and contract, average about Re. 0-14-0 per day. The average daily earning of water bailers come to about Re. 0-11-7 only. Among surface workers, wagon loaders are the most important from the numerical point of view. Their average daily earning is about Re. 0-10-0 in the case both of *Sarkari* and contract labour. Miners and loaders in quarries on the *Sarkari* system earn about the same as underground miners and loaders although such workers when employed by contractors appear to earn about Re. 0-13-0 per day only.

Giridih and Bokaro.—Labour in the railway collieries, as stated already, is employed mostly through contractors whose books do not permit any proper analysis of the wages paid to the workers. From such information as could lend itself to a proper statistical analysis, however, a table has been prepared which is set out below :—

TABLE (30)

Table showing weighted averages of wages and earnings of coal-mine workers in the railway collieries at Giridih and Bokaro

Occupations	Sarkari Labour: No. of samples	Average No. of days worked	Average weekly wages	Average weekly net earnings	Average daily net earnings	Occupations	Contractor's Labour: No. of samples	Average No. of days worked	Average weekly wages	Average weekly net earnings	Average daily net earnings
			Rs. A. P.	Rs. A. P.	Rs. A. P.	*Underground*			Rs. A. P.	Rs. A. P.	Rs. A. P.
Miners & Loaders (Gang)	443	4·7	3 8 0	5 9 7	1 3 0	Miners and Loaders (Gang)	587	3·7	3 10 0	3 10 0	0 15 9
Trammers	220	3·3	3 1 3	4 9 2	1 6 1	Bailing Coolies	64	2·8	2 6 6	2 6 6	0 13 11
Onsetters	28	5·6	4 2 0	6 9 5	1 2 7						
Propping Coolies	8	5·1	2 4 9	4 8 3	0 14 1						
Hazri Coolies	5	5·6	3 0 0	5 8 0	0 15 9						
						Surface					
Banksmen	30	5·7	3 15 4	6 6 6	1 2 0	Hazri Coolies, Males	98	5·5	4 13 2	3 11 5	0 10 10
Hazri Coolies, Males	73	6·0	3 3 11	5 14 7	0 15 9	Hazri Coolies, Females	39	4·6	1 11 9	1 11 5	0 5 11
Hazri Coolies, Females	170	5·1	1 4 6	3 8 5	0 11 0						
						Quarry					
Trammers	38	2·9	2 11 6	4 0 5	1 5 6	Minners & Loaders (Gang)	5,605	5·2	4 14 11	5 1 2	0 15 10
Line Coolies	36	5·7	3 14 0	6 6 0	1 1 11	Trammers	172	5·3	3 8 9	3 8 0	0 10 6
Propping Coolies	50	5·8	4 1 1	6 10 8	1 2 3	Line Coolies	27	4·2	4 2 3	3 13 4	0 14 4

It should be stated first of all that in the railway collieries while the basic wages are low the earnings are appreciably higher for all occupations in view of the somewhat liberal scale on which dearness allowance is being paid both in the case of *Sarkari* as well as contract labour.* So far as the principal categories of workers such as miners and loaders are concerned, the average daily earning comes to Rs. 1-3-0 in the case of *Sarkari* labour and about a rupee in the case of contract labour. A considerable number of miners and loaders are found working in open quarries in the railways and here too the average earning per day is about a rupee. The average daily earnings of trammers employed by the department appear to be fairly high as compared to the other centres being Rs. 1-6-1.*

Central Provinces.—The following two tables show the wages and earnings in important occupations in the Pench and Wardha Valleys in the Central Provinces. It is seen that in the Pench Valley where the coal cutters are paid on footage and where also it is a distinct occupation in as much as the cutter does not help in loading, the average daily earning is much higher than either in Jharia or Raniganj being in the neighbourhood of about Rs. 1-7-0 in the case of both *Sarkari* and contract labour. Trammers underground average about Re. 0-12-0 per day. Bailing coolies employed under the *Sarkari* system average about Re. 0-8-0 per day and those employed by contractors about an anna more per day.

*This excludes money value of food concessions.

TABLE (31)

Table showing weighted averages of wages and earnings of coal-mine workers in important occupations in the Pench Valley (C. P.).

Sarkari Labour							Contractor's Labour						
Occupations	No. of workers	Average No. of days worked	Average daily basic wages	Average weekly basic wages	Average daily net earnings	Average weekly net earnings	Occupations	No. of workers	Average No. of days worked	Average daily basic wages	Average weekly basic wages	Average daily net earnings	Average weekly net earnings
			Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.				Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
							Underground						
I. Coal cutters—							I. Coal cutters—						
(*a*) Depillarers .	191	4.3	1 12 7	9 2 7	1 7 11	7 11 9	(*a*) Depillarers .	145	4.5	1 7 0	6 11 3	1 2 11	5 13 7
(*b*) Hand Gallery Drivers.	296	4.5	2 2 0	8 13 8	1 6 0	5 14 8	(*b*) Hand Gallery Drivers.	261	4.7	1 12 11	8 2 6	1 6 11	6 9 6
(*c*) Machine Gallery Drivers.	57	5.5	1 12 4	9 8 1	1 2 8	6 7 5	(*c*) Side Dressers	50	5.8	2 1 3	12 2 0	1 5 7	7 14 3
(*d*) Side Dressers	12	4.7	0 14 8	4 4 5	0 12 6	3 10 4	(*d*) Amani Workers.	24	4.4	0 14 9	4 0 8	1 2 0	4 14 10
(*e*) Hanging Coal Cutters.	11	4.6	2 1 9	9 12 7	1 6 5	6 8 1							
II. Trammers .	460	4.4	0 10 0	2 12 0	0 12 4	3 6 2	II. Trammers .	239	5.2	0 10 2	3 4 3	0 11 3	3 14 1
III. Tub Loaders—							III. Tub Loaders—						
(*a*) Piece Rate .	367	5.06	0 8 4	2 9 8	0 10 5	3 5 4	(*a*) Piece Rate .	855	3.97	0 9 2	2 4 3	0 10 8	2 10 1
(*b*) Time Rate .	23	2.65	0 7 10	1 4 10	0 9 10	1 10 7	(*b*) Time Rate .	9	4.78	0 8 6	2 8 8	0 10 6	3 2 3
IV. Bailing Coolies.	159	4.64	0 6 0	1 11 6	0 7 11	2 10 7	IV. Bailing Coolies.	75	4.6	0 7 2	2 1 2	0 9 6	2 12 3
V. Timbermen .	111	5.30	0 11 7	3 13 9	0 13 11	4 9 10	V. Timbermen .	1	6.00	1 0 0	6 0 0	1 2 0	6 12 0
VI. Shot-firers .	53	5.31	0 12 6	4 2 0	0 15 2	4 15 11	VI. Shot-firers .	7	5.83	1 3 11	7 4 8	1 6 7	8 4 5
							Surface						
I. Trammers (P)	8	4.7	0 6 5	1 14 4	0 7 2	2 2 0	I. Trammers (P)	8	6.00	0 12 8	4 12 2	0 12 8	4 12 2
Trammers (T) .	263	4.8	0 8 10	2 9 7	0 11 0	3 4 2	Trammers Male (T).	121	4.90	0 7 2	2 3 4	0 8 6	2 6 7
							Trammers Female (T).	27	5.10	0 4 11	1 9 4	0 6 9	2 2 4
							II. Wagon Loaders (T).	306	5.02	0 5 6	1 10 10	0 6 4	1 15 6
							Wagon Loaders (P).	76	5.34	0 6 9	2 4 5	0 7 7	2 8 11

T=Time rate. P=Piece-rate.

TABLE (32)

Table showing weighted averages of wages and earnings of coal-mine workers in important occupations in the Wardha Valley (C. P.).

Occupations	Sarkari Labour: No. of workers	Average No. of days worked	Average daily basic wages	Average weekly basic wages	Average daily net earnings	Average weekly net earnings	Occupations	Contractor's Labour: No. of workers	Average No. of days worked	Average daily basic wages	Average weekly basic wages	Average daily net earnings	Average weekly net earnings
			Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.				Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
					Underground								
I. Coal cutters—							I. Coal cutters—						
(*a*) Hand Gallery drivers.	16	4.3	0 13 2	3 8 2	0 13 2	3 8 2	(*a*) Pick Coal Piece.	72	4.7	0 13 0	3 14 1	0 15 4	4 9 1
(*b*) Side Dressers	6	4.2	1 3 8	5 1 11	1 3 8	5 1 11	Pick Coal Time	16	4.0	0 12 0	3 0 0	0 14 5	3 9 10
(*c*) Double, Roof Dressers.	6	4.5	1 0 9	4 11 6	1 0 9	4 11 6	II. Trammers & Tub-Loaders.	140	3.95	0 12 8	3 1 9	0 14 3	3 7 11
(*d*) Single, Roof Dressers.	6	4.8	0 14 8	4 6 10	0 14 8	4 6 10	III. Bailing Coolies.	15	3.7	0 6 5	1 7 5	0 7 1	1 10 6
II. Tub Loaders (P).	81	2.8	0 9 11	1 11 7	0 9 11	1 11 7							
III. Bailing Coolies	2	6.0	0 6 9	2 8 6	0 6 9	2 8 6							
IV. Trammers .	6	6.0	0 11 2	4 4 8	0 11 2	4 4 8							
V. Timbermen .	20	4.9	0 10 2	2 8 11	0 13 7	4 0 10							
VI. Shot-firers .	2	6.0	0 9 6	3 9 0	0 10 5	3 14 6							
					Surface								
I. Trammers (M)	21	4.7	0 9 4	2 11 9	0 9 4	2 11 9							
Trammers (F)	8	5.5	0 6 0	2 1 0	0 6 0	2 1 0							
II. Wagon Loaders (M).	10	6.0	0 7 3	2 11 6	0 12 0	4 7 9							
Wagon Loaders (F).	5	5.6	0 4 9	1 10 7	0 6 0	2 1 7							

P = Piece rate, M = Males, F = Females,

The wage level in the Wardha Valley is distinctly lower than in the Pench Valley. Here *Sarkari* coal cutters average about Re. 0-13-0 per day while the average for those employed by contractors comes to about Re. 0-15-0 per day. Trammers underground employed direct average about Re. 0-11-0 while bailing coolies make about Re. 0-7-0 per day only.

For the workers in the fifteen mines in the Central Provinces, selected for the Wage Census, it was possible to work out the weighted averages for all occupations in each mine owing to the possibility of getting figures of individual earnings. These figures are presented in the tables in appendices XVI and XVII. Briefly the earnings position in the industry is as follows :—

TABLE (33)

Average daily and weekly earnings in all occupations in the Central Provinces coal mine

	Sarkari		Contract	
	Under-ground	Surface	Under-ground	Surface
Average No. of days worked in a week . .	4·89	5·20	4·5	5·2
Average daily net earnings	Re. 0-13-0	Re. 0-12-0	Re. 0-12-5	Re. 0-8-1
Average weekly net earnings . . .	Rs. 3-15-3	Rs. 3-10-7	Rs. 3-15-9	Rs. 2-9-10

Assam.—Although information relating to wages and earnings was obtained for all the workers (numbering 1,244) in three mines in Assam, owing to the prevalence of the system of gang-work, contract work, etc. all these data could not be separately analysed from the point of individual earnings as these are not shown in the books separately except where the labour is *Sarkari* and works on an individual basis. Here again, analysis becomes difficult because a person designated as coal cutter may be a cutter, a filler or a puller. The following table shows the average wages and earnings of *Sarkari* labour in some important occupations in the mines in Assam :

TABLE (34)

Table showing weighted averages of wages and earnings of coal-mine workers in important occupations in Assam Coalfields.

Sarkari Labour

Occupations	Average No. of days worked	Average daily basic wages	Average weekly basic wages	Average daily net earnings	Average weekly net earnings	Occupations	Average No. of days worked	Average daily basic wages	Average weekly basic wages	Average daily net earnings	Average weekly net earnings
		Underground						Surface			
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.			Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
I. Coal cutters (P)	4·39	1 3 4	5 4 7	2 4 1	9 14 2	Trammers	4·98	0 11 4	3 5 8	1 4 4	6 5 5
Coal cutters (T)	4·33	1 8 0	6 8 0	1 12 0	7 9 4	Line Mistry	6·00	0 13 0	4 14 0	1 11 4	10 3 8
II. Timbermen	4·77	0 15 6	4 9 4	1 11 6	8 9 4						
III. Trammers	4·00	1 0 1	3 12 6	1 8 11	6 2 11						
IV. Line Mistry	4·48	1 1 3	4 13 2	1 12 1	7 13 7						
V. Miscellaneous coolies	5·11	0 12 0	3 13 5	1 8 2	7 11 10						

P=Piece rate. T=Time rate.

It will be seen that the best paid occupation is of the cutter who earns about Rs. 2-4-0 per day. The difference between the earnings of the most skilled and the least skilled worker is about 33 per cent. Contract labourers put in better attendance, the average for coal cutters being 4.98 days per week as compared to 4.39 and 4.33 for piece and time workers respectively in the case of *Sarkari* labour. The comparatively higher earnings in Assam are due to the grant of dearness and emergency allowances on a liberal scale.

The Punjab.—The table below gives the wages and earnings in selected occupations in the mines covered in the Punjab. The earnings figure for cutters and loaders which is Rs. 3-5-11 per day calls for special comment. The miners here are able to fill up more tubs because they use a donkey for hauling the coal and pay the expenses for the donkey themselves. A part of their earnings are thus for the capital expenditure on account of the purchase of the donkey and its maintenance. Even so, the wage level generally, in the Punjab mines appears to be higher than in the other centres with the possible exception of Assam.

TABLE (35)

Table showing weighted averages of wages and earnings of coal-mine workers in important occupations in the Punjab Coalfields.

Sarkari

Underground						Surface				
Occupations	No. of workers	Average No. of days worked	Average weekly wages (including allowances earned)	Average weekly net earnings	Average daily net earnings	Occupations	No. of workers	Average No. of days worked	Average weekly wages (including allowances earned)	Average weekly net earnings	Average daily net earnings
			Rs. A. P.	Rs. A. P.	Rs. A. P.				Rs. A. P.	Rs. A. P.	Rs. A. P.
1. Miners and Loaders	311	4.50	13 13 9	15 4 9	3 5 11	1. Trammers (T)	104	4.55	6 9 6	7 1 10	1 8 10
2. Trammers	24	5.66	7 15 7	8 9 10	1 8 5	Trammers (P)	12	4.75	7 3 8	7 11 9	1 10 1
3. Hazri Coolies	23	2.56	2 12 0	2 13 5	1 1 5	2. Hazri Coolies (T)	86	3.80	3 8 2	4 0 9	1 0 3
4. Line Coolies	27	3.78	4 0 10	4 9 10	1 4 1	3. Wagon Loaders (T)	50	5.22	6 4 6	6 14 3	1 5 3
5. Timbermen	72	4.39	7 4 6	7 15 6	1 12 10	Wagon Loaders (P)	4	6.0	6 0 0	6 0 0	1 0 0
6. Timber Coolies	169	3.01	3 4 10	3 11 0	1 1 1						

T=Time rate. P=Piece rate.

Output and Attendance.—Apart from seasonal migration and considerable absence, there is almost a universal complaint that the miners and loaders do not put in a full day's work and many managers seem to be of the opinion that the workers could easily double their production if they wanted to do so. In the Introductory Section it has been stated that from the available statistics of employment and production it would appear that the production per manshift in India is about 92 tons per year. As there is no system in this country of weighment, as the sizes of tubs vary and as the methods of recording production leave a lot to be desired, it is well-nigh impossible to arrive at any reasonable estimates of the production of miners and loaders in most of the centres. The Supervisors and the Investigators were, however, asked to make certain intensive enquiries in this matter. From the available information for Jharia it would appear that the output per miner per day varies from 0.64 to 1.5 tons, the most common figure lying between 15 cwts and a ton per day per miner, in the case of hand cut coal. C. P. miners, on the other hand, can do as many as three tubs per day of about 36 c.ft. capacity. In the Raniganj (Bengal) field, presumably owing to many difficult workings, the average output is slightly less being about 15 cwts. per miner per day. The output in the railway collieries at Giridih per miner is about one tub per day of 20 c.ft capacity, or about half a ton per day. So far as the Central Provinces are concerned, the miners there are all paid on footage and it is, therefore, difficult to estimate their production. Loaders there, however, who do loading only and do not help in cutting coal fill about 3.5 to about four tubs per day of 30 c.ft. capacity. Appendix XVIII gives the details of loaders' production in the mines surveyed.

The following tables show the average attendance per week in important occupations in the principal centres of the industry :—

TABLE (36)

Jharia and Raniganj

Name of centre	Underground			Surface	
	Miners & Loaders	Trammers	Banksmen	Trolley-men	Wagon Loaders
Jharia	4·56	5·53	5·60	5·66	5·13
Raniganj	4·25	4·91	5·34	5·14	4·87

The table shows that attendance is better in Jharia than in Raniganj. It is clear that in both centres surface workers attend more regularly than those under ground.

TABLE (37)

Central Provinces

Name of centre	Underground				Surface	
	Cutters	Loaders	Trammers	Bailing coolies	Trolley-men	Wagon Loaders
Pench Valley . . .	4·70	4·39	4·40	4·60	4·75	5·15
Wardha Valley . .	4·40	...	...	...	5·10	5·80

Here again attendance on the surface is better than attendance underground. Speaking generally, these figures add confirmation to the impression of various managers of mines and the field staff that on an average the attendance of miners and loaders in the industry is about 4.5 days per week.

CHAPTER V

STANDARD AND COST OF LIVING

No detailed published information is available regarding the standard and cost of living of workers in the Indian coalfields. The Bihar Labour Enquiry Committee has given the analysis of a few budgets but the data relate to the year 1938. Fortunately, for Jharia, detailed information is now available as a result of a Family Budget investigation made in that centre under the Government of India's Scheme for the collection of Family Budgets in the year 1945 in the course of which some 999 budgets were collected. For the two other important fields a few budgets were collected during the present enquiry and the data relating to all the three are presented below.

Jharia.—The average family in Jharia consists of 3.62 persons, 1.18 men, 1.11 women and 1.33 children. In addition, it was found that 1.75 persons were living away from the family thus making a total of 5.37 persons. In the section dealing with employment it has been stated that many of the workers underground work with their wives and families. The present enquiry shows that an average family consists of 2.02 earners of whom 1.15 are adult males, .73 adult females and .14 children. In no fewer than 565 out of the 999 families studied or 57 per cent. of the total, it was found that the wife was also in employment.

The average family of 3.62 persons has a weekly income of Rs. 12-1-6, the average weekly expenditure being Rs. 10-10-2. The following table shows the percentage of expenditure on the various groups included in the coal worker's family budget.

TABLE (38)

Group	Percentage of expenditure
Food	77·70
Fuel and Lighting	0·47
Clothing and Footwear	6·56
Household Requisites	0·63
Miscellaneous	14·64
Total	100·00

An average family budget will be found in Appendix XIX. From the average budget referred to, it will be seen that a family of 3.62 persons or 2.95 consumption units (according to Lusk's co-efficients) consumes 13 srs. and 10 chks. per week of cereals or about 11 chs. per consumption unit per day. The family appears to spend very little on other protective food such as milk, milk products, vegetables, meat, etc. In this connection the following table is of interest.

TABLE (39)

Statement showing the average quantity and cost of important articles of food at Jharia

Articles	Number of families reporting expenditure	Average weekly Cost of families reporting expenditure	Total Number of families	Average weekly Cost of all families	Number of families reporting quantity consumed	Average weekly quantity consumed by families reporting consumption
		Rs. A. P.		Rs. A. P.		Md. sr. ch.
Food—						
Rice	999	4 1 7	999	4 1 7	999	0 12 10
Wheat	127	0 14 0	999	0 1 9	127	0 2 6
Wheat flour	205	1 1 11	999	0 3 8	205	0 2 8
Mutton	305	1 1 0	999	0 5 2	305	0 0 9
Fish	91	0 12 8	999	0 1 2	90	0 0 9
Milk	77	0 14 8	999	0 1 2	77	0 1 14
Ghee	19	0 12 9	999	0 0 3	19	0 0 4
Mustard Oils	993	0 6 1	999	0 6 1	992	0 0 5
Salt	999	0 1 7	999	0 1 7	999	0 0 10
Sugar	102	0 4 1	999	0 0 5	102	0 0 9
Gur	454	0 4 4	999	0 2 0	451	0 0 13
Arhar Dal	897	0 11 10	999	0 10 7	897	0 1 14
Masoor Dal	190	0 9 1	999	0 1 9	190	0 1 8
Gram Dal	168	0 5 6	999	0 0 11	167	0 1 2

From such statistics of retail prices as are available, it would appear that prices in Jharia have gone up considerably as compared to the pre war year. For instance while during the twelve months ending August 1939 the price of rice was. Re. 0-1-3 per seer, in 1945 it was Re. 0-5-3 per seer. The following table is of interest in this connection.

TABLE (40)

Table showing the prices of important commodities in Jharia during the years 1938-39 1944 and 1945.

Items	Base prices Sept. 1938-August 1939	Prices in 1944	Prices in 1945
	Rs. A. P.	Rs. A. P.	Rs. A. P.
1. Rice	0 1 3	0 5 7	0 5 3
2. Wheat flour	0 1 9	0 7 3	0 6 6
3. Arhar Dal	0 2 4	0 6 9	0 6 5
4. Salt	0 1 4	0 2 6	0 2 3
5. Sugar (Refined)	0 4 10	0 7 0	0 7 6
6. Sugar (Raw)	0 3 1	0 5 4	0 4 7
7. Mustard Oil	0 6 10	1 4 4	1 1 2
8. Potatoes	0 1 9	0 6 6	0 7 3
9. Onions	0 1 6	0 4 7	0 5
10. Milk	0 2 9	0 8 10	0 8 0

The miscellaneous group accounts for 14.64 per cent. of the total monthly expenditure. One largest single item of expenditure here is liquor on which the average weekly expenditure is as. 8.

The enquiry also showed that 22.3 per cent. of the families were in debt. The average amount of indebtedness per indebted family was Rs. 28-8-9. The minimum and maximum rates of interest reported varied from 15 per cent. to about 600 per cent. Money is generally borrowed from friends, shopkeepers and relatives. The main causes of indebtedness were sickness and marriages.

Raniganj.—In Raniganj 63 family budgets were collected in the course of the present enquiry, 13 in the eastern zone of Bengal, 39 in the western zone of Bengal and 11 in the Bihar zone of the Raniganj field. These budgets related to workers in some nine mines in these areas. It was found that the average family consisted of 2·68 persons ; 1·16 men, ·57 women and ·95 children under 17 years of age. In addition, 3·06 persons were reported to be dependant upon the family but were living away in the village homes. Such dependants are sent regular or occasional financial help by the head of the family. Of the 2·68 persons in the family, 1·38 were earners and 1·30 dependants. Of the earners, 1·11 were men, ·19 women and ·08 children. The average income of the family from all sources including money value of concessions was Rs. 9-9-3 per week. An analysis of the budgets shows that the average weekly expenditure was Rs. 8-1-9 made up as follows :—

TABLE (47)

Heads of Expenditure	Average weekly expenditure	Percentage to total expenditure
	Rs. A. P.	
Food	5 14 0	72·4
Fuel and Lighting	0 0 5	0·3
Rent	...	...
Cloth	0 6 9	5·2
Shoes and Umbrella	0 0 5	0·3
Bedding	...	...
Household requisites	0 0 6	0·4
Miscellaneous	1 11 8	21·4
Total	8 1 9	100·00

Expenditure on Food.—The following tabular statement gives the expenditure on important articles of food of the family :—

TABLE (42)

	Total quantities consumed per family in a week	Cost per week
	Sr. Ch.	Rs. A. P.
1. Rice	10 1	3 5 10
2. Atta	0 4½	0 2 1
3. Pulse	1 4	0 7 8
4. Gram	0 ¼	0 0 1
5. Vegetables	.. ..	0 4 9
6. Spices	.. ..	0 1 11
7. Salt	0 8	0 2 1
8. Meat	0 3½	0 5 5
9. Fish	0 ½	0 0 9
10. Food Oil	0 4	0 5 4
11. Other items of food exp. (Gur, Milk, Tea, Refreshment, etc.)	.. ..	0 10 1
		5 14 0 per week.

It will be noticed that of the bulk of the expenditure on food, Rs. 3-5-10 or nearly 57·2 per cent. is incurred on rice only. The *per capita* consumption of rice per day comes to about 9 chattaks. It is apparent from the above table that the workers' diet is extremely poor and that beyond the staple, he consumes very little of any nutritious food such as vegetables, milk, meat, etc.

The miscellaneous group, which accounts for about 21·4 per cent. of the total expenditure of the family, calls for comment because the expenditure incurred on this group is next in importance to that on food. The present enquiry shows that the important items of expenditure in this group are drink (Re. 0-6-3 per week) and *pan supari* and tobacco (Re. 0-4-3 per week). Only two out of the 63 families spent anything on cinemas. The average weekly expenditure on drink is Re. 0-6-3 per family but during the investigation it was found that out of the 63 families only 37 spent on drink. The average weekly expenditure on drink for those who spent was Re. 0-10-8 per family.

Only 14 out of the 63 families were found to be in debt. Generally, money is borrowed from co-workers.

Central Provinces.—No detailed official enquiry into the cost and standard of living of colliery workers in the Central Provinces has so far been made and the only available data on the subject are contained in the Report of Messrs. Hughes and Watson. During their investigations they collected about 30 budgets. Briefly, their finding was that in 1941, the average weekly expenditure per family on food was Rs. 2-10-1 (for a family of about 2·7 persons) of which expenditure on cereals accounted for about 55 per cent. They did not collect information regarding expenditure on other items but in regard to clothing stated that " the miner in the Pench Valley is more poorly dressed than miners in other areas, and that his belongings are fewer and his expenditure on petty comforts and luxuries less. [1] "

During the course of the present investigation it was impossible to make a full fledged family budget enquiry but in order to have some reliable and up-to-date information on the subject, one of the Investigators in the Pench Valley was asked to collect a few reliable budgets from some of the larger collieries. Thus, 46 family budgets were collected and the results of the investigation are dealt with in the following paragraphs. As the number of budgets collected is small and as also it was not possible to adopt a definite scientific plan for the collection of the data, the results may, therefore, be regarded for what they are worth.

The tabulation of the data shows that the average family consists of 4·33 persons; 1·28 men, 1·72 women and 1·33 children. Of these, 1·48 are earners, 1·20 men and ·28 women. The average weekly income of the family comes to Rs. 8-12-7 including dearness allowance, value of food concessions and income from supplementary sources such as shop keeping etc. The average weekly expenditure of the family comes to Rs. 7-13-0. An average budget based on the information collected will be found in Appendix XX. The miners in Pench Valley get housing and fuel free of charge and the expenditure incurred is, therefore, on the three main groups, namely, food, clothing and miscellaneous items. The percentage expenditure on the various components of these three groups is as follows :—

TABLE (43)

Item	Percentage to total expenditure
Food—	
Cereals	27·91
Pulses	4·48
Meat and Eggs	4·61
Milk and Milk Products	6·53
Oils	5·75
Vegetables	8·71
Salt and Spices	5·76
Sugar and Gur	2·95
Tea and refreshments	1·02
Total Food	67·73

[1]Report on Labour in Coal Mines in the Central Provinces and Berar by A. Hughes and G. L Watson, 1943, p. 85.

Item	Percentage to total expenditure
Clothing—	
Men	4·23
Women	5·12
Children	0·77
Total Clothing	10·12
Miscellaneous—	
Washing Soap	2·43
Bidis and Smoking tobacco	7·94
Liquor	5·63
Pan-Supari	2·56
Barber	2·43
Ganja	0·26
Chewing tobacco	0·13
Amusement	0·77
Total Miscellaneous	22·15
Total	100·00

It would be clear from the average budget that the workers have a mixed diet of different staples such as wheat, rice and jowar. The weekly consumption per consumption unit (based on Lusks' Co-efficients) comes to about 1 sr. 2 ch. of wheat, 1 sr. 3 ch. of rice and 1 sr. 13 ch. of jowar or of a total of 4 srs. 2 chs. which gives a daily consumption of about 10 chs. or 20 ozs. The expenditure on food per week per consumption unit works out to approximately Rs. 1-6-0 or about as. 0-3-0 per unit per day. Messrs. Hughes and Watson had estimated that in 1941 the expenditure amounted to about two annas per head per day. It will be seen from the average budget that the diet consists mainly of cereals and pulses and that very little is being spent on milk and milk products, vegetables and meat, etc.

The following table shows the changes in the prices of staple articles of food as compared to the pre-war year 1939.

TABLE (44)

Retail prices of certain staple articles of food in the Pench Valley in 1939, 1941 and 1945

	1939	1941	1945
	Pailees per rupee		
Rice	9 to 10	5½ to 6	2 to 3
Wheat	10 to 11	7 to 8	2½
Jowar	...	...	...
Urad Dal	9 to 10	7	3½ to 4
Masur Dal	6½	6½	3 to 3½
Tur Dal	6 to 6½	6 to 6½	2½
Gram Dal	5 to 6	5 to 6	3

The table clearly shows that as compared to the pre-war year 1939 the price of the main cereals has gone up by more than 200 per cent. and of pulses by more than 100 per cent.

During the present enquiry, special attention was directed towards obtaining some information regarding the clothes which the work people were using at the time of the enquiry. It was found that on an average a man had 1·10 dhoties and 2·50 shirts while a woman had 1·96 saris and 2·20 blouses.

The enquiry shows that the percentage expenditure on drink is 5·63 of the total expenditure. About 52 per cent. of the workers surveyed reported expenditure on this item. Opinion in the coal fields, however, seemed to suggest that the drink habit was much more extensive than what is indicated by the above figures.

About 59 per cent. of the families surveyed reported that they were in debt. The sources of borrowing generally were contractors, *Pathans*, friends and shopkeepers. The causes of debt were generally marriages, funerals, sickness and festivals. The average debt per indebted family was Rs. 38-7-0 the maximum and minimum amounts of debt being Rs. 200 and Rs. 2 respectively. The usual rate of interest is one to two annas per rupee in the month.

The Drink Habit.—Throughout the investigations it was impressed upon me and my officers by the colliery managers that one of the principal reasons for the low standard of living of the miners and their irregular attendance was the habit of heavy drinking. I have looked into this matter with some care. Before proceeding to discuss the results of the present enquiry, however, it may be desirable to set out here very briefly the findings of previous enquiries. Dr. B. R. Seth, in his monograph on Labour in coalfields in India has referred to an investigation by Miss J. E. Copeland who came to the conclusion that a miner on an average spends Rs. 24 per year on liquor in the Dhanbad coal area or about Rs. 2 per month of his earnings or about 20 per cent. of his income*. The Bihar Labour Enquiry Committee found in 1938 that the expenditure per family on liquor was Rs. 1-0-6 per month†. Opinion in regard to the effect of prohibition in Bihar by the Congress in the year 1939 differs widely. While most of the Indian Colliery Owners ; including the Colliery owners Association, at Dhanbad are of the opinion that prohibition had a very healthy effect on the standard of living and the outlook of the miners and had effected considerable improvement in the standard of living, most of the European managers, as also the Indian Mining Association, did not seem to be in favour of prohibition and were of the opinion that while the workers could not drink openly during prohibition there was considerable increase in illicit drinking. As a matter of fact, a case was brought to my notice, in which, as a result of illicit distillation in an abandoned colliery, a large part of the colliery was set on fire. The following figures show the Excise Revenues from licences and duties from 1943-44 onwards for the Dhanbad Sub-Division area.

TABLE (45)

Table showing the Excise Revenue from Licenses and Duties from 1943-44 onwards for the Dhanbad Sub-Division Area‡

Year	License fee (Coal Mining Area)	Duty Dhanbad Sub-Division	No. of Licensed grog shops
	Rs. a. p.	Rs. a. p.	
1943-44	2,39,910 0 0	92,431 9 0	35
1944-45	2,94,660 0 0	4,99,438 8 0	35
1945-46	2,83,680 0 0	5,39,505 8 0	35

In each of the colliery areas, there are generally one or two grog shops. It is the usual habit of the workers—men, women, and sometimes children—to repair there immediately after the pay day which is generally a Saturday. With the exception of a few Mohammedans and high caste Hindus, most of the other workers drink. The *Bhuiyas*, *Bowris* and Santhals are particularly fond of drink. The Bilaspuri are noted for their moderation. Some workers drink only once or twice during the week but there are others who must have a drink every day. The drink consumed is generally liquor made out of rice which is sold at two annas per seer and is locally known as *mahdi* in Bihar and *mahuda* in the Central Provinces.

* *Labour in Indian Coal Industry* by Dr. B. R. Seth, p. 244.

† Report of the Bihar Labour Enquiry Committee, Vol. II, p. 365.

‡ Figures taken from the registers in the Excise Inspectors' Office at Dhanbad and Excise Superintendent's Office at Purulia.

I inspected during the course of the investigation a few of the grog shops. In one grog shop in Bihar it was found that the average daily sales amounted to Rs. 100 or Rs. 150 and the average sales on a Sunday amounted to Rs. 200 to Rs. 250. The vendor stated that he had to pay to Government a fee of Rs. 1,600 per month and that his profit amounted to about a thousand rupees per month.

An analysis of the tabulation of some 999 budgets of coal workers in the Jharia coalfield shows that on an average expenditure of a family on drink per week comes to Rs. 0-8-0 while in Raniganj and the Central Provinces the figures are Rs. 0-6-3 and Rs. 0-7-1 respectively. These figures may not be entirely reliable owing to the reluctance on the part of the workers to give out correct information on what may be regarded as socially undesirable expenditure. Rapid enquiries made from one of the mines in Assam showed that the workers were given to drink and drugs. As regards drink, figures of monthly sales appear to show that a worker spends about Rs. 1-12-0 per month on drink or about Rs. 0-7-0 per week.

After studying the matter closely and after discussing it with numerous persons the conclusion appears to be that one cannot look at this problem from a purely puritanic or purist point of view. It is well known that the mining community all over the world, like the fishing community, are fond of drink. Whether the nature of their work requires them to do so or not, I am not in a position to judge. At the same time, looking at the drab and mechanical existence of the mining community in this country, it seems to me that in the present circumstances, the only relaxation they can look forward to and, which, for the time being can make them forget the coal mine is the grog shop. Thus, while, prohibition may prove to be too drastic a remedy to adopt, there is no doubt that some type of regulation and control is called for. During my visits to the grog shops the workers vociferously complained of the bad quality of drink served to them. From the figures cited already, of the revenue Government gets out of the workers by license fees and the profits which the vendors make, there is no doubt that the price charged for the drink is out of all proportion to its cost of production. Therefore, it seems that it should be possible to so arrange things that the workers are supplied with drink in reasonable quantities, if necessary, by issuing ration cards for good quality drink at reasonable rates. This suggestion was discussed with several mine managers and also the Associations and their response seemed to be favourable.

One little point may also be mentioned in this connection. The Section dealing with absenteeism clearly suggests that where Saturday is the pay day, the attendance on Monday is usually extremely poor often times being less than fifty per cent. of the normal. This may be due to the large quantity of drink consumed on a Sunday or to some other reason. If, however, it is due to the former, there is a great deal to commend the suggestion which has been made by the Indian Colliery Owners' Association, Dhanbad, that the practice of keeping grog shops closed on the days following the pay days which was adopted in the Province of Bombay might as well be introduced in the coalfields.

To sum up, while the evil of drink on the coalfields seems to be slightly exagerated, there is no doubt that it requires a certain amount of regulation and the remedy seems to be to provide drink to the workers in rationed quantities and at comparatively cheaper rates.

CHAPTER VI

Housing

Coal mines are generally situated away from towns and villages and the industry has had, therefore, to provide housing for the workers where no alternative private housing has been available. The housing problem both in the Jharia and Raniganj coalfields has, however, become somewhat difficult for the reason that there are certain areas in which it is not always easy to find non-coal bearing land. As a matter of fact, it was noticed during the present investigation that workers' dwellings as also officers' quarters which have been erected a few years ago have had to be dismantled because of the need of developing the areas for the excavation of coal.

A peculiarity of workers' housing in the important coalfields of Raniganj and Jharia is that the specifications of the type of housing to be built, the accommodation to be provided, etc. are governed by law although there is no compulsion on the employers in these fields to provide housing for all or a certain proportion of their work people.

Jharia

According to bye-law No. 4 under Section 25(1) of the Bihar and Orissa Mining Settlement Act, 1920, workers' dwellings have to be built according to the following specifications :—

The floor space should be 100 sq. ft. ; the air space one thousand cubic feet the width of the room 8 ft. ; the average height 7 ft. ; the walls to be of concrete or similar material ; roof to be of concrete, masonry or tiles and to be weather proof ; the floor to have at least one foot plinth and every house to have a verandah 5 ft. in width with 40 sq. ft. floor space. Every room to be properly ventilated and to be provided with a doorway with an average height of 5 ft. etc. Every adult must have a floor space of 33 sq. ft. and air space of 300 cubic feet. A block of houses should not contain more than 10 rooms. These bye-laws have recently been amended and a copy of the amended bye-laws will be found in appendix XXI. It will be seen that according to the amended bye-laws the floor space per room has been increased from 100 to 150 sq. ft., air space from a thousand to 1,500 c. ft., the average height of the room from 7 to 10 ft. and the width from 8 to 10 ft. The average floor space per adult has been increased to 50 sq. ft. and the average air space from 300 c. ft. to 500 c. ft. The number of rooms per block has been increased from 10 to 20 and the construction of back to back houses has been prohibited.

These workers' dwellings are known as *dhowrahs*. They consist of a room and a verandah. Most of these were built before the new specifications were prescribed in 1944. Each room has an arched frontage and presents the appearance of a cylinder. A small proportion of the *dhowrahs* have been remodelled since the amended specifications came into force but a large majority are back to back. Particulars regarding the accommodation, etc. provided in 36 of the sampled mines in the Jharia field will be found in appendix XXII.

It will be seen from the table that the proportion of workers housed varies from 5 to 100 per cent.

The Jharia Mines Board of Health publishes statistics of the number of *dhowrahs* and the average density per *dhowrah*. This information is presented in the following table for the years 1929 to 1944 :—

TABLE (46)

Table showing the number of dhowrahs *and the average density per* dhowrah *in Jharia coalfield from the year 1929 to 1944*

Year	Number of dhowrahs	Average daily Labour force in the Jharia Coalfield	Approximate Colliery population	Density per dhowrah
1	2	3	4	5
1929	32,793	61,709	1,09,380	3·33
1930	31,721	63,244	1,49,834	4·72
1931	31,891	61,504	1,59,328	4·99
1932	30,112	56,390	1,36,606	4·55
1933	31,462	53,701	1,19,350	3·79
1934	29,134	51,582	1,22,502	4·20
1935	28,597	62,608	1,25,216	3·00
1936	28,448	52,520	1,31,236	4·61
1937	29,016	73,978	1,47,956	5·30
1938	29,714	78,968	1,57,936	5·30
1939	30,321	80,303	1,60,606	5·20
1940	32,100	83,289	1,66,578	5·20
1944	33,738	1,01,457	2,02,914	6·00

It is apparent from the above figures that since 1936 congestion has been on the increase and in 1944 there were as many as six persons per *dhowrah*.

About 25 per cent. of the persons living in the *dhowrahs* are singlemen, about 50 per cent. family men, while the remaining 25 per cent. come from the adjoining villages. These results are also borne out by the Family Budget Enquiry referred to already which showed that out of the total No. of 1330 budgets collected 331 related to singlemen and 999 to family men. Many of the collieries have post-war development plans for relieving housing congestion but have been able to accomplish little during the war in view of the difficulty of getting building material and in some cases also because of the difficulty of getting suitable land for building purposes. It has been stated already that the *dhowrah* resembles a cylinder. Before the arch type of *dhowrah* came into existence the dwellings were of the back to back type with a front verandah and a tiled roof. Most of these had *kutcha* flooring. In some of the big collieries there is a court-yard provided in a *dhowrah* with a partitioned wall. In one colliery, the *dhowrahs* were single-storeyed. Otherwise, they are only ground floor structures with cemented roof.

Speaking generally, food is cooked in the verandah or in the court-yard. The rooms are generally dark and during summer months when it is warm inside, the workers prefer to sleep in the open.

In some of the large collieries such as the Tatas at Digwadih and at Jealgora, a separate kitchen in the court-yard has been provided. The Tatas also provide in addition to a kitchen, a bathing place in the *dhowrah*. In the new type of construction, a window is generally provided but in the back to back *dhowrahs* there are only "ruvre" or brick hole ventilators. It was noticed that the workers kep the windows closed or where there were brick holes they were either covered by matting or were full of dirt and cob-webs.

Although the bye-laws of the Jharia Mines Board of Health provide for adequate sanitary arrangements being made very few collieries have provided drains. With the exception of a few collieries the surroundings of the *dhowrahs* are generally filthy. The compounds of the *dhowrahs* are not levelled properly and the whole appearance of these colonies is most forbidding. No latrines or urinals are provided in the majority of the collieries, the reason given for their absence being that the workers prefer to use the open spaces for sanitary purposes. In a few big collieries a few common latrines are provided but these are generally in a very insanitary condition. The collieries keep a few sweepers to remove the ashes which are stored in front of the houses but generally the compounds of the *dhowrahs* are found in a very dirty condition. On the Jharia coalfield the collieries get their water supply from the Topachanchi water reservoir which is about twenty miles from the Jharia coalfield. There are complaints of the inadequacy of the water supply. The *dhowrahs* get their water supply from common water taps. In some collieries, however, it was found that there were no arrangements for the supply of drinking water. The workers have to fetch their water from wells, etc. Where taps are provided they are not always adequate in number and in some cases, one tap has to serve as many as 500 of the population. Water is supplied at specified periods in the morning, afternoon and evening. On the whole, the water supply for purposes of domestic needs is altogether inadequate.

No arrangements exist for washing and bathing in the *dhowrahs*. Generally, the surface tanks near the mines contain water pumped out from the mine and this water is used for purposes of bathing and washing. In some cases, the workers bathe and wash in stagnant pools.

The houses are rent free.

Raniganj

Colliery housing on the Raniganj coalfield is regulated by the bye-laws framed by the Asansol Mines Board of Health. These are almost the same as those framed for the Jharia coalfield. Housing conditions in Raniganj approximate more or less to those on the upper filed. Appendix XXIII gives particulars regarding housing conditions in the 39 sampled mines on the Raniganj coal field. About 80 per cent. of the workers are housed by the collieries. The number of persons per room varies from 4 to about 10. In most cases the water supply is from wells or tanks. There are no sanitary arrangements.

Central Provinces

In the Central Provinces, almost all the mines have made some provision for housing their employees and the *dhowrahs* built by them are in the vicinity of the mines. About 70 per cent. of the total number of workers can be said to have been housed by the employers. The percentage of workers housed by the different collieries, however, varies from 5 to 80. One of the important groups of collieries has made provision for the housing of 85 per cent. of its employees and has so far spent about Rs. 8 lakhs on the construction of ten-room blocks for accommodating its employees. Each worker is provided with one room 10×10 or 12×10 feet in size and a verandah 12×5 feet. The rooms are built back to back and naturally there is no adequate ventilation and lighting. Out of the other collieries, about 50 per cent. have built *pucca* quarters, while the rest are content with rooms of mud walls and thatched roofs. The size of the room is generally 10×10 or 12×10 feet. In three cases it was only 10×8 feet. For purposes of ventilation, instead of windows, generally brick holes are provided on the front walls. The number of persons housed in each room is generally three to four. No rent is charged to the employees. Except for three mines under the management of an important concern, taps are nowhere provided for the supply of water. Almost all collieries provide well water to the workers housed in their camps. In three mining camps it was noticed that the workers had to fetch water from the neighbouring *nallahs* or springs. No bathing facilities have been provided and men as well women take their baths in the open spaces near some wells. There is a general complaint regarding acute shortage of water, especially during summer. Sanitary arrangements are also far from satisfactory. About a dozen mines have provided separate latrines for men and women in their camps. But these latrines are seldom kept clean and their number is inadequate. Workers prefer to go to the jungles instead of using these latrines. In a majority of cases no doors are provided to the latrines. Housing conditions are worse in the Wardha Valley as compared to those in the Pench Valley. Out of the six mines there, only two have provided *pucca* quarters to about 10 per cent. of their employees. The majority of workers are housed in temporary huts made of bamboos, branches and leaves, without any protection against either cold or rain. No arrangements exist for latrines or water supply in the Wardha Valley. Workers are required to walk long distances to get their supply of water. Generally speaking, housing in the Central Provinces coalfields requires considerable improvement. Most of the houses are in bad state of repair and those newly constructed are not up to the standard. It will take many years before housing in Central Provinces coalfields can be brought even up to the minimum standard laid down by the Jharia Mines Board of Health. Table in Appendix XXIV contains details regarding housing, water supply and sanitation in the mines in the Central Provinces.

Assam

The arrangements made by the largest group of mines in Assam for housing, water supply and sanitation etc. for their workers afford a pleasant contrast to the conditions generally prevailing in coalfields in this country. *Pucca* houses have been built with good ventilation. Excellent arrangements have been made for supply of drinking water and sanitation. The houses have been so constructed as to allow enough ventilation and light. The compounds are kept scrupulously clean and proper drainage has been provided. The latrines are either of the bucket type or the septic tank type. About three to four persons live in one room. Details regarding housing etc. in the sampled mines in Assam will be found in Appendix XXV.

The Punjab

All the sampled collieries in the Punjab have provided housing for a certain proportion of their labour, generally for the imported labour. The local labour lives in adjoining villages. The houses are built of stone with *pucca* floors and generally two rooms and a court-yard are provided for each family. The housing is neat, clean and compares favourably with the *dhowrah* in Jharia. There is, however, considerable scarcity of water supply and the workers have to fetch water from long distances. Three of the collieries have provided latrines near the workers' quarters but the others have not done so.

CHAPTER VII

Health and Medical Relief

Satutory provision exists in the two principal coal-fields in India for improving living conditions and for providing medical relief. The Provincial Governments of Bengal and Bihar enacted the Mining Settlements Act in 1912 and 1913 respectively and constituted the Asansol and the Jharia Mines Boards of Health in 1916. The activities of the Boards consist of the following :—

(1) Supervision of the housing of labour,
(2) Sanitation in collieries, in bazaars and in villages within the mining settlement,
(3) Supervision of medical relief arrangements,
(4) Prevention and control of epidemic on collieries and villages within the Board's area,
(5) Sanitary supervision of all water supplies,
(6) Vaccination in collieries and rural area,
(7) Registration of births and deaths in mines Board area,
(8) Prevention of food adulteration,
(9) Examination of clinical material and water samples, both chemically and bacteriologically,
(10) Maternity and child welfare work,
(11) Public health propaganda by lectures both in colliery and rural area with magic lantern shows,
(12) Supervision of and suggestions for the improvement of anti-malarial measures,
(13) Supervision of anti-leprosy work,
(14) Maintenance of a motor ambulance for the use of collieries.

Both these Boards publish Annual Reports containing information regarding the health of colliery workers and the incidence of the various diseases among the colliery population.

The activities of the Boards are financed from the income realised by—
(*a*) leavy of a cess on tonnage of coal raised,
(*b*) Royalty cess levied in proportion to the road cess payable by royalty receivers,
(*c*) fines realised , and
(*d*) from miscellaneous revenues.

One of the functions of the Boards is the control of epidemics. The manager or agent of every colliery is required to report to the Boards immediately cases of dangerous epidemics and it is also obligatory on them to make arrangements for disinfection, isolation, medical relief, etc. The Boards go in for mass inoculation in order to prevent cholera and small pox and the following tabular statement shows the number of cholera and small pox inoculations in the two fields :—

TABLE (47)

Statement showing the number of cholera inoculations and small pox vaccinations carried out in 1943 *and* 1944 *by the Boards of Health in Jharia and Raniganj coalfields.*

Coalfield	No. of cholera inoculations				No. of small pox vaccinations	
	In villages		In collieries		In villages and collieries	
	1943	1944	1943	1944	1943	1944
Jharia	27,310	8,565	6,012	8,718	26,862	47,381
Raniganj	129,349	203,697*	49,980	..	83,849	163,987

*Relates to both villages and collieries.

Despite the preventive action taken by these Boards, the following cholera and small pox cases were reported in these two fields during the years 1941 to 1944 :—

TABLE (48)

Table showing the number of cholera and small pox cases reported in Jharia and Raniganj coalfields during the years 1941 *to* 1944.

Year	Jharia		Raniganj	
	Cholera	Small pox	Cholera	Small pox
1941	163	736	..	..
1942	158	213	..	..
1943	226	299	2,867	94
1944	221	964	424	262

Malaria.—The Boards were carrying on anti-malarial measures till the end of 1943 but during 1944 the work was transferred to the Military Malaria Control Units. During 1945 it was reported that the incidence of malaria in both the fields had diminished considerably.

Both in the Jharia and Raniganj coalfields malaria is still rampant and is the one principal source of illness as will be seen from a subsequent paragraph of this chapter. The following figures show the incidence of malaria cases in the Jharia and Asansol mining settlements during the years 1939 to 1945 :—

TABLE (49)

Statement showing the incidence of malaria on colliery workers alone during 1939 *to* 1945 *in the two important coalfields*

Year	Jharia Coal field		Raniganj coalfield	
	No. of malaria cases	Percentage of malaria cases to total labour force	No. of malaria cases	Percentage of malaria cases to total labour force
1939	32,859	..	13,186	..
1940	20,699	24.7	16,967	30.7
1941	18,323	21.1	23,732	43.4
1942	17,093	20.7	28,169	53.6
1943	36,724	45.3	37,468	69.6
1944	52,740	41.9	49,562	72.0
1945	35,476	30.1	39,290	..

During the present investigation, special efforts were made to obtain figures regarding the incidence of malaria in the sampled mines and the following tabular statement shows the incidence of the disease in the different coalfields in India :—

TABLE (50)

Statement showing the incidence of malaria in the different Indian coalfields in the year 1945.

Centre	No. of collieries to which the figures relate	Total No. of cases	Cases of malaria	Percentage
Jharia	49	91,382	12,136	13·3
Bokaro (Rly. collieries)	4	46,048	7,277	15·8
Raniganj	11	8,275	3,318	40·1
Central Provinces	15	78,581	9,161	11·6
Punjab	4	20,656	3,016	14·6
Assam	5	18,339	4,729	25·8
Total	88	263,281	39,637	15·1

The above tables make it clear that malaria is one of the important causes of ill-health among the workers and in Raniganj particularly accounts for about 40 per cent. of the total number of cases. It takes a specially heavy toll during certain seasons of the year. For instance, although malaria is prevalent throughout the year it starts in an epidemic form in July and the peak is reached in the months of September and October. The following figures for Jharia supplied by the Mines Board of Health are of interest in this connection :—

TABLE (51)

1945	Malaria
January	2,000
February	1,821
March	2,352
April	2,797
May	2,303
June	1,779
July	3,001
August	5,265
September	5,305
October	4,414
November	2,771
December	1,668

As will be seen from the Chapter on welfare work, the Welfare Department of the Government of India is taking active measures for the control of malaria in the coalfields, and has decided to make an allotment of Rs. 13 lakhs in its budget for the year 1946-47 for this purpose.

During the present investigations it was found that where D. D. T. was being supplied, very favourable results were being obtained in keeping down the incidence of malaria. Curiously enough, one mine owner in the Jharia field who has installed an up-to-date plant for distilling and chlorinating the mine water for being supplied for drinking purposes made the claim that since the installation of the plant not only had gastric troubles gone down but the incidence of malaria also had diminished.

Other Diseases.—Apart from the differences in the diagnosis of medical men in the different units of the industry there is no standardization as between coalfield and coalfield in regard to the manner of maintaining statistics of cases treated. Moreover, in most of the dispensary returns over half of the cases are classified as 'others'. This adds greatly to the difficulty of reaching any conclusions in regard to the incidence of various diseases in coal mines. An attempt was, however, specially made to ascertain from selected mines the number of cases of important types of diseases and the data are presented in the following statement :—

TABLE (52)

Statement showing the number of cases of Sickness in the collieries covered by the present enquiry in different coalfields in the year 1945

Centre	No. of collieries to which the figures relate	Malaria	Influenza	Cellulitis	Miners' Nystagmus	Scabies	Injuries	Ulcers	Skin Disease	Eye Disease	T.B.	Ankylostomasio	Chobra
Jharia . . .	49	12,136 (13.3%)	5,796 (6.3%)	309 (0.3%)	6	345 (0.4%)	562 (0.6%)	55 (0.06%)	.. ..	1,537 (1.7%)	47	8	107
Bokaro (Railway Collieries).	4	7,277 (15.8%)	638 (1.4%)	134 (0.3%)	..	942 (2.04%)	319 (0.7%)	143 (0.3%)	..	..	7	34	10
Raniganj . .	11	3,318 (40.1%)	351 (4.2%)	..	..	..	..	116 (1.4%)	815 (9.8%)	280 (3.3%)	3	..	6
Central Provinces .	15	9,161 (11.6%)	..	..	..	4,030 (5.1%)	8,302 (10.5%)	7,674 (9.7%)	3,446 (4.4%)	2,729 (3.4%)	11	..	..
Punjab . . .	4	3,016 (14.6%)	..	..	..	2	1,565 (7.6%)	414 (2.0%)	50 (0.2%)	1,086 5·2%	..	..	..
Assam . . .	5	4,729 (25.8%)	..	..	..	540 (2.9%)	400 (2.2%)	1,641 (8.9%)	12 ..	19 ..	14	...	..
Total . . .	88	39,637 (15·1%)	6,785 (2·6%)	443 (0·2%)	6	5,859 (2·2%)	11,148 (4·2%)	10,043 (3·8%)	4,323 (1·6%)	5,651 (2·1%)	82	42	123

Centre	Plague	Small pox	Dysentery	Diarrhoea	Asthma	Pneumonia	Hook-worm	Nagasore	Night blindness	Ear diseases	Brights Diseases	OTHERS	Total
Jharia . . .	1	292	3,243	1,730	158	172 (0·2%)	16	..	..	..	..	64,862	91,382
Bokaro (Railway Collieries).	..	20	..	..	..	..	..	..	..	..	..	36,524	46,048
Raniganj		115	415	77	..	55 (0.7%)	5	..	..	132	5	2,582	8,275
Central Provinces . ..		..	..	..	..	165 (0.2%)	..	..	..	..	..	43,063	78,581
Punjab		..	..	..	..	5 (—)	..	..	..	..	..	14,518	20,656
Assam		..	472	..	..	132 (0.7%)	82	366	188	..	..	9,744	18,339
Total . . .	1	427	4,130	1,807	158	529 (0·2%)	103	366	188	132	5	171,293	263,281

Occupational Diseases.—Judging from foreign experience, work in coal mines gives rise to the following occupational diseases :—

Silicosis,
Cellulitis,
Miner's Nystagmus, and
Ankylostomiasis.

The Royal Commission on Indian Labour found no evidence of the prevalence of these diseases in Indian coal mines. With a view, however, to investigating this matter more thoroughly, two eminent doctors from Bombay, Dr. V. R. Khanolkar, B.Sc., (M.D. Lond.), Director of Laboratories, Tata Memorial Hospital, Bombay and Dr. V. K. Chitnis, D. O. (Oxon & Bom.), M.B.,B.S., F.C.P.S., R.I.N.V.R., were requested to furnish memoranda on the subject which they kindly did. These are published as Appendices IX and XXVI. A gist of the memoranda was circulated to the investigating staff and they were asked to examine the question in the light of what these two doctors had stated. During my inspections of the mine dispensaries and hospitals also I directed special enquiries in order to find out the extent of such diseases.

The Jharia Mines Board of Health has a standardized form for each mine for recording births, deaths, sickness, etc. This form does not seem to contain any mention of occupational diseases excepting Ankylostomiasis.

So far as Silicosis is concerned, most of the mine doctors stated that they had not come across cases of this disease although a few cases were reported from Giridih and the hospital authorities informed me that the disease in these cases might have been caused more as a result of mica splitting which many of the miners do in their spare time rather than as a result of the work in the coal mine. Silicosis cases were not discovered in any of the other centres. It will be seen from the statement of cases treated in dispensaries and hospitals that a large number of cases of ulcers are to be found in several of the centres especially in Assam and the Central Provinces. In many dispensaries, however, no differentiation is made between cellulitis and ulcers. It was also stated that a worker did not come to the hospital or dispensary until his injury had become septic and had started developing temperature. In some cases I myself noticed that when as a result of an injury, a worker was having slight temperature, he had treated his wound with a plaster of cow dung. Many mine doctors stated that they had no cases of cellulitis as it is understood in the West but what they called cellulitis was an injury which had become septic. Except in one or two mines medical opinion was that Miner's Nystagmus did not exist in this country. On the other hand, it will be seen from the table above that the number of cases of eye diseases is very high being about 2.1 per cent. of the total. In the Punjab the percentage is as high as 5.2. Night blindness is fairly common among miners in the large coalfields.

It is with the utmost reserve that I write on this subject but having looked at the miners in the light of what has been stated in the two memoranda of the doctors referred to I think that the eyes of many of the miners do definitely reveal symptoms of some disease and I would very strongly suggest that the miners should be subjected to a periodical eye examination and that in the hospitals and in the regional hospitals to be established under the Welfare Department schemes. Provisions should be made for an expert eye examination.

The Labour Commission have stated on page 115 of their Report that an investigation had shown that " although hookworm infection is widespread in the collieries hookworm disease is apparently altogether absent." During the present enquiry also most of the doctors in Bihar and Bengal collieries stated that they rarely came across a case of hookworm and the above statement shows only 21 cases in these two fields. In Assam, however, as many as 82 cases were reported.

In most of the hospitals visited in Bihar, cases of Asthma and those of Pneumonia were largely in evidence. It would appear that these two diseases have something to do with the nature of work underground. For treating pneumonia cases recently many of the doctors are making use of M & B tablets with very successful results.

In regard to the incidence of occupational diseases the statistics given above must be read with considerable caution. It is possible that these diseases do not exist but it is equally possible that they are not diagnosed. Considering that there are very few dispensaries and hospitals in the coal areas which have well qualified doctors with the necessary equipment such as an X-ray apparatus, a microscope, it is not impossible that the average dispensary doctor is not in a position to diagnose these cases. This also applies to the incidence of Tuberculosis. Most tuberculosis cases in early stages, in the absence of bacteriological examination, are treated as fever cases and recorded as such.

As stated already, it is difficult for a layman to dogmatize on the subject of the prevalence of occupational and other diseases in the coal mining areas but the present investigation shows that there is a strong *prima facie* case for arranging for a periodical examination of miners by experts and also for equipping the hospitals with such medical and surgical equipment as would make the diagnosis of such cases easier.

Medical facilities provided by the employers.—According to the bye-laws of the Jharia Mines Board of Health, every colliery employing 30 or more persons is required to employ a doctor. During the investigation it was found that in many of the small collieries employing over 30 persons, only a part-time doctor had been employed and one part-time doctor was often in charge of five to eight collieries on a pay varying from Rs. 20 to 50 from each colliery. Speaking generally, there is a small dispensary attached to each colliery but the standard of these dispensaries varies widely from a small box kept in some odd corner of a room containing a few drugs to a fairly well equipped dispensary with surgical instruments, etc. A few of the bigger collieries on the Jharia field have provided well equipped hospitals with wards for in-patients. According to the information obtained from the Jharia Mines Board of Health, there were during the period of the enquiry as many as 25 such hospitals, the number of beds in each varying from 3 to 28. The largest hospital is the one in the Tata colliery at Jamadoba with 25 beds.

In the railway collieries at Giridih and Bokaro there are fairly well equipped hospitals with wards for in-patients. In Giridih, the hospital is in charge of a Surgeon assisted by an Assistant Surgeon and other staff. The hospital has 65 beds for different types of cases.

It was found during the enquiry that the workers in the railway collieries are gradually getting hospital minded. The doctor in charge of the hospital at Bokaro stated that a few years ago the workers were extremely superstitious and would not go to a hospital but in recent years a large number of sick workers were taking advantage of the facilities provided. The doctor in charge of one of the hospitals was of the opinion that given the right approach it was not difficult to pursuade the workers although they were ignorant to take advantage of the facilities provided by the hospitals during their own sickness or the sickness of their families.

In the Raniganj coalfield also the collieries have dispensaries attached to them either in charge of full time or part time doctors. The doctors in charge of the dispensaries attached to the bigger collieries are usually well qualified men. In addition to the dispensaries, the larger companies maintain hospitals for a group of mines. In this field the Andrew Yule & Company's *sanctoria* hospital deserves prominent mention. It is one of the finest hospitals I have seen in the country. It is kept scrupulously clean, is very well equipped and is in charge of expert medical men.

In the Central Provinces, every mine maintains either a dispensary or a hospital although the standard varies from mine to mine. Messrs. Shaw, Wallace & Co. have provided a hospital at Barkui with 40 beds and a dispensary at each of their seven collieries. A surgical ward with good equipment is attached to the hospital. No X-ray apparatus has, however, been provided and in difficult surgical cases the patients are sent to the Chhindwara hospital which is about twenty miles away. Maternity cases are conducted in the women's emergency ward attached to the hospital. The in-patients are given free diet on a liberal scale and food is also provided to relatives of the patients staying in the hospital. The company also makes from time to time contributions to the civil hospital at Chhindwara. In regard to the 22 other collieries in the Pench Valley, only four employ full time doctors. About

7 have a part-time doctors on a pay varying from Rs. 30 to Rs. 45 per month and the others have either a full time or a part-time compounder. None of the mines in the Wardha Valley has a hospital attached to it although three of the collieries have fairly good dispensaries in charge of qualified medical men.

The largest company in Assam, namely, the A. R. & T. Co. which owns four collieries has made excellent medical arrangements for its workers. This company maintains two hospitals one at Ledo and another at Margherita. There are 160 beds in the former and 61 in the latter. There are surgical as well as maternity wards in these hospitals and one of these is equipped with an X-ray apparatus. Free diet is given to in-patients in both the hospitals. In the other two sampled colleries there were no hospitals. One of them had a properly equipped dispensary but the other had only arrangements for rendering first-aid.

In the Punjab, at the collieries at Makherwal and Dandot, there are well equipped hospitals in existence in charge of qualified doctors. In the other sampled units there are part-time compounders. The dispensaries are generally very badly equipped.

The Jharia Mines Board of Health has laid down a list of drugs and appliances in accordance with para. C of the General Order under Part II of the Bye-law No. 27 under the Bihar and Orissa Mining Settlements Act, 1920, to be kept in the dispensaries attached to the collieries. A copy of this list is given as appendix XXVII. It was understood during the course of the present investigation that this list was prepared about 20 years back and many of the doctors interviewed seemed to be of the opinion that it was completely out of date. It was also stated that it did not contain the drugs which would be necessary to deal with diseases which are most rampant in the mines. I am personally not qualified to criticise this list but would suggest its reconsideration in the light of the incidence of the prevailing diseases, already referred to, and also in the light of the advance which medicine and surgery have made during the last quarter of a century.

On the whole, with the exception of some of the larger collieries in the different fields, medical relief is entirely inadequate. An improvement in the standards of the colliery dispensaries is urgently called for. The absence of X-ray apparatus and microscopes even in some of the hospitals and larger dispensaries is noticeable. There appears to be a strong case for insisting on better qualifications for the doctors placed in charge of the dispensaries. At present, the doctors are generally known as doctor *Babus*, and are treated as such. In any new schemes of medical relief for the collieries provision should also exist for expert surgical examination and also for proper diagnosis of eye and lung diseases.

Chapter VIII
WELFARE WORK

In the Chapter dealing with health and medical relief, reference has been made to dispensaries and hospitals, etc. established by different collieries and it is, therefore, not proposed to deal with this matter here. Welfare work will be considered in the following paragraphs in regard to the provision of

(1) educational and recreational facilities,

(2) bathing and washing facilities,

(3) canteens and créches for the children of women workers, and

(4) such other facilities as are generally to be found in industrial establishments for improving the health and welfare of the operatives.

Education.—In all the coalfields surveyed, the mine owners seemed to be of the view that the workers' efficiency and standard of living were low because of want of education and that education, although it may not prove a panacea for all the evils, was a very important factor which would conduce to bring about improvement in efficiency and standard of living. The present enquiry shows that in spite of the fact that this view is generally held, very little has so far been attempted for supplying educational facilities on the coalfields. In the Jharia coalfield, there are a few District Municipal and local Board Schools but the educational facilities are altogether inadequate. As a matter of fact, during the present survey, it was found that out

of the 52 mines surveyed, only five had provided schools for the children of their operatives. These were, however, generally attended by the children of clerks and the Manager of an important mine stated that there was some sort of an understanding among the *Babus* to keep away the miners' children from such schools. In the Raniganj coalfield also, only a few of the larger collieries have opened schools but here again they are mostly attended by the children of clerks and very few miners' children are to be found in these schools. In Giridih, in the mining area, there are four schools. These are located in improvised buildings and most of the teachers are untrained. At Bokaro, the Hazaribagh Mines Board makes arrangements regarding education but as reported by the mines administration, " the work of this Board has been severely restricted during the War and education has not reached that standard that the Board desires. Efforts are being made to provide more and better schools, but it is still difficult to construct these buildings quickly." In the Pench Valley coalfield, the local mining Board, with its headquarters at Chhindwara, looks after educational facilities. It maintains two middle schools, one at Parasia and the other at Jamai and 14 primary schools mainly in or near the mining areas. The Board gets its funds from a levy of a cess on coal of three pies per ton of coal despatched from the Pench Valley. It also receives a small grant from the local Government. The number of children enrolled in these schools is about 1,300. There was a general complaint that the educational facilities were inadequate and there was need for increasing the number of schools. The coal mine owners have six members on the Board and labour has one representative. Six of the mines have provided school buildings near their mines. Two collieries are running their own primary schools. In one of these, the daily attendance is about 40 to 50. In the Pench Valley, the bigger concerns generally start a school for a short time and then hand it over to the Independent Local Mining Board. One of the companies has started a kindergarten school for the children of its employees and also an adult education class in one of its mines. About 40 workers take advantage of it every night. The Labour Welfare Officer of the company is in charge of this class. Two primary shcools for Telugu speaking children are also maintained by the Ballarpur collieries. The attendance in one of the schools is about 30 per day. It is reported that the children of the workers in these collieries take full advantage of the two schools run at Ballarpur by missionary societies. The other three collieries in the Wardha Valley have not made any provision for the education of their workers' children. On the whole, the facilities for education are inadequate but it is noticeable that where they exist and where also the workers are induced to send their children to the schools, full advantage is taken and it would appear that in the Central Provinces, at any rate, the miners are beginning to appreciate the value of education in the case of their children.

Five collieries in Assam have made provision for the education of their workers children ; during War time, however , four of them had to close down their schools as the school buildings were occupied by the Military authorities and other Government offices.

Pithead baths.—During the examination of hospital and dispensary records of collieries one often comes across a numberr of entries marked " injuries " or " "Ulcers ". Such medical opinion as has been available seems to indicate that miners working with their hands are apt to develop sores on their palms and knees while cutting coal and that these sores become festering wounds because of the grime and dirt accompanying the work in a coal mine. Thus, it is of the utmost importance that the miner cleanses and washes himself thoroughly after the end of the day's work. In this connection the following extract from the Report of the Royal Commission on the Coal Industry, 1925, is of interest.

" A further point of interest in this connection is mentioned in the recent report by Professor Collis and Dr. Llewellyn on the miners' diseases known as " beat knee," " beat hand," and " beat elbow." It is therefore recommended that, to reduce the incidence of these diseases, increased attention should be paid to the cleanliness of the skin, particularly of men working in thin seams".[1]

[1] Pp. 207-8 of the Report.

It should be noted here that in European countries adequate and up-to-date arrangements generally exist for a bath after the day's work. On the other hand, except in a handful of cases, no special arrangements whatever exist for washing and bathing in the Indian coalfields. In this connection mention must be made notably of the Tata coal mine at Digwadih where a number of baths with showers are provided and it is reported that the workers are taking full advantage of this facility. In other concerns it was stated that the workers are so backward that they would not take advantage of these facilities even if they were provided. In two mines where baths had been provided, complaints were made that the workers would not use them. It was actually found on investigation that the baths were not working and the workers interviewed stated that it was common sense that they would use them if they were found to be in working order. Generally speaking, the workers are expected to wash in an adjoining tank or from an open hydrant on the surface which draws out the mine water. It is difficult to emphasize the obvious and all that can be said in this matter is that immediate action must be taken in regard to the provision for washing and bathing facilities for the miners after their day's work.

It is understood that the Welfare Department of the Government of India has prepared certain plans for the construction of pithead baths. The Government of India have also recently introduced a Bill in the Legislative Assembly to make the provision of pithead baths compulsory by an amendment to Section 30 of the Indian Mines Act, 1923 (Act IV of 1923). The amendment confers on the Central Government a rule making power " for requiring the maintenance at or near pitheads of bathing places equipped with shower baths and of locker-rooms for the use of men employed in mines and of similar and separate places and rooms for the use of women in mines where women are employed, and for prescribing either generally or with particular reference to the numbers of men and women ordinarily employed in a mine, the number and standards of such places and rooms."

Canteens.—No colliery has provided a canteen for the sale of cooked food although in one of the collieries among the sampled collieries in Jharia a building for such a canteen is under construction. In order to meet the deficiency of diet of the workers one unit made an attempt to supply cooked meat but the response from the workers was poor presumably because of the cost. As most of the workers live close to the mines there is no effective demand for cooked meals. At the same time since many of the miners' wives work with their husbands it is a great strain on them to do the cooking before and after the day's work and if arrangements could be made for providing palatable cooked meals at prices which the workers can afford it is possible that some families may take advantage of this amenity. Moreover, this could be one of the means of supplying the workers with a more balanced diet than they consume at present.

Besides some tea stalls, started by vendors, there are no canteens even for the supply of light refreshments in the Jharia field. In Raniganj one of the collieries supplies tea free of cost to every worker at the end of the shift while two others have opened canteens where tea and light refreshments are made available.

No canteen arrangements exist on the Railway collieries at Bokaro and Giridih. In the Central Provinces also, no arrangements exist in any of the mines for the supply of refreshments or cooked food to workers underground. In three collieries under the management of Messrs. Shaw, Wallace & Co., sweetmeat shops have been started by outside contractors on the surface. The company provides free accommodation to these shops and also fixes the price at which '*chavanas*' and sweets are sold to workers. The rates are generally slightly lower than the market rates. At Damua and Ghorawari collieries, workers purchase sweetmeats, etc. from the sweetmeat and tea stalls installed on the bazaar grounds near the mining camps. The employers of these collieries have no control over the sale of commodities at these stalls. In other collieries, even such stalls have not been started. Messrs. Shaw, Wallace & Co., supply free tea to the workers both underground and on the surface. Workers, however, do not seem to take full advantage of this concession as about 60 percent only of the workers drink tea freely supplied by the company. The reason for this is that the quality of the tea supplied is indifferent as can be seen from the proportion of different elements used in the preparation of tea. For 120 cups (each of 8 ozs.) of tea, four chhataks of tea, one seer and twelve chhataks of ' Gur' and only twelve

chhataks of milk are being used. In one mine, employing about 12 women underground, free supply of sweetened milk is given to every woman worker working underground on coming to the surface. One of the mine managers reported of an interesting experience he had while supplying free tinned milk to women employed in his mine. The women there refused to partake of the milk on the ground that it may contain something which may prevent them from enjoying the benefits granted under the amended Mines Maternity Benefit Act! In one of the collieries in Assam, free tea is supplied to workers. No canteen arrangements exist in any of the collieries either in Assam or in the Punjab coalfields.

Creches.—In none of the collieries was there a créche in Jharia although the Tatas have under construction a large building for a créche. In Raniganj, four of the sampled mines had constructed créches. No créches are available to the women workers in the Railway collieries. In the Central Provinces, except for the mines under the management of Messrs. Shaw, Wallace & Co., créches are not maintained. At each of their seven collieries, a specially designed permanent créche for the babies and young children of women workers has been maintained. The babies are bathed at the créche, dressed in clean clothes and placed in cradles if they are infants and other young children are placed in the toddlers' room where they move about and play. The children are under constant supervision of the staff of the créche which consists of a nurse and an ayah. There are special rooms for bathing, cooking the food and feeding the children. In two of these collieries the attendance was 10 to 15 babies per day. In one colliery about 20 young children below the age of five were seen. Babies are given milk and children are supplied with rice and *dal*. Collieries other than those under the management of Messrs. Shaw, Wallace & Co., are not at present maintaining a créche but some are waiting for the welfare fund to finance them for the purpose.

No provision for créches has been made in any of the mines in Assam and the Punjab.

The Central Government recently passed an Ordinance (Ordinance No. XVII of 1945) amending the Indian Mines Act, 1923 (IV of 1923) which runs as follows :—

"2. Amendment of section 30, Act IV of 1923.—In Section 30 of the Indian Mines Act, 1923, after clause (b) the following clause shall be inserted, namely :—

"(*bb*) for requiring the maintenance in mines wherein any women are ordinarily employed of suitable rooms to be reserved for the use of children under the age of six years belonging to such women, and for prescribing, either generally or with particular reference to the number of women ordinarily employed in the mine, the number and standards of such rooms, and the nature and extent of the supervision to be provided therein;"

"3. Amendment of section 31, Act VI of 1923.—To section 31 of the Indian Mines Act, 1923, the following sub-section shall be added, namely :—

"(5) The provision of sub-sections (1), (2) and (3A) shall not apply to the first occasion on which rules referred to in clause (bb) of section 30 are made."

Thus, there is now a statutory provision for establishing créches in mines.

In order to enable colliery owners to get trained nurses for créches, Government opened a training centre for nurses at Dhanbad and asked the collieries to send suitable candidates for training which commenced in July, 1945. Unfortunately, the response was not too good and actually only four nurses out of 22 were trained.

Recreational facilities.—In the Jharia field, some of the bigger collieries, among those sampled have provided foot-ball grounds. Four have erected swings for children of the operatives. In one or two, radios have been installed. Some collieries occasionally arrange for *Ram Lila* and other types of entertainments. On the lower field, still less is being done although the Bengal Coal Company have a club for indoor and outdoor games with a radio installed in it and also foot-ball grounds.

At the Railway collieries at Giridih play grounds have been provided but these are it is reported not made much use of by the workers. At Bokaro no recreational facilities have been provided except for the provision of one foot-ball field at each colliery. It is stated that owing to war conditions such recreational facilities as were available had to be closed down.

Three of the bigger companies in the Central Provinces have provided playing grounds where foot-ball and volley-ball are played. In one of the collieries arrangements are made periodically to stage dramatic and musical performances. One company has also recently purchased a talkie cinema machine for exhibiting films.

In Assam, there is one Indian Institute at Margherita which arranges cinema shows for workers twice a week. No other recreational facilities exist.

Provision for the workers' future.—Except for the group of collieries owned by the Tatas in the Jharia coalfield, a group of collieries in Assam and the Railway collieries at Giridih and Bokaro, no other collieries have any regular schemes in operation for safeguarding the workers' future. Nor have the colliery owners' associations so far given any thought to this matter.

The following are the details regarding the schemes adopted by the Tatas. Their Provident Fund is open to all monthly and weekly paid employees. The workers' contribution is fixed at 1/12th of pay or wages and the company contributes an equal amount during the year or any part of the year ending 31st March. Those with 10 but less than 11 years' service get 50 percent. of the company's contribution plus interest and for each year's service thereafter, the contribution is increased by 10 per cent. while those with 15 years' service and more get by way of company's contribution as much as the worker has put in. Membership of the fund is voluntary and the response from the workers seems to be poor. In fact, in the four collieries belonging to the Tatas and employing over 12,000 persons, only 775 are members, none of them being miners, loaders or trammers.

The company has also a scheme of gratuity open to those who are not members of the Provident Fund, the qualifying period for earning gratuity is 15 years' continuous service and the age of superannuation is 55 years. Those who have resigned with the approval of the management are also entitled to gratuity. The amount of gratuity payable is equal to half a month's wages or pay for every year of completed service subject to a maximum of 12 months' wages. Here again, only very few workers appear to have qualified for gratuity.

The Benefit Fund on the East Indian Railway collieries is a long established one and has been referred to by the Labour Enquiry Commission of 1896[1]. Such funds exist both in the E.I.R. collieries in Giridih and the E.I.R. and B.N. Railway collieries at Bokaro. The rules of the funds are almost identical in both these places although there are slight variations in regard to the scales of contribution, benefits, etc. Curiously enough, the general framework of the Rules including the scales of benefits, etc. have remained almost the same as they were in 1896. The following are the important provisions of the rules made under the Funds. Extracts from the Rules will be found in Appendix XXVIII.

(*a*) Membership of the funds is compulsory for all labour whether engaged directly or through contractors,

(*b*) The rate of subscription is two pice per rupee at Giridih and Re. 0-1-6 per month at Bokaro.

(*c*) All fines and unpaid wages are credited to this fund.

(*d*) The benefits are given for sickness, deaths and child birth. For sickness the rate is as. 12 per week, for deaths Rs. 3-8-0 for adults and Re. 1-0-0 for children and Rs. 3-0-0 for living births. There is also a system of granting invalidity pensions under certain conditions. The amount of pension is as. 12 per week at Giridih and Re. 1-0-0 at Bokaro.

One of the collieries at Bokaro employing about 6,000 workers reported that in 1944 the number of beneficiaries from the fund was 322 per month on an average.

As stated already, the framework of the Fund seems to have undergone little change in the last half a century.

The rules of the Workmen's Provident Fund Scheme as laid down by the Assam Railways and Trading Co. are as follows :—

All permanent employees of the company who have completed one year's continuous service are eligible to join the Fund. Membership of the Fund is not compulsory but no employee is permitted to resign membership whilst he continue

[1] Report, P. 19.

to be in the service of the company. The worker's contribution is one-sixteenth of his wages and the company contributes on the first day of each month an amount equal to the aggregate contributions made by the members of the Fund during the previous month (or a period of four weeks). A member completing 18 years service is entitled to the full amount of the company's contribution with interest thereon. One, who leaves the service of the company after completing 10, but less than 18 years' service, is entitled to a percentage of the contributions which the company has or is deemed to have made to his account upto the date of his ceasing to be in the employment of the company with proportionate interest thereon as shown below :—

No. of years' service	Percentage of company's contributions
10 but less than 12	30
12 „ „ „ 14	40
14 „ „ „ 16	60
16 „ „ „ 18	80

Company's contribution is not payable in the case of a member whose service in the company is less than 10 years. It is understood that very few actual workers are members of the Fund.

The same company has also a gratuity scheme for all employees directly employed by them and whose wages are paid by the company on a time-basis or wholly or partly on a piece-work basis. Only those persons employed by a contractor get the benefit of the scheme in respect of whom a notification permitting them to be included in the scheme is issued by the Agent and the General Manager. If an employee leaves the service of the company after completing 5,400 days' work for the company, his gratuity is equivalent of one-sixteenth of the total wages received by him during that period. If an employee leaves the service after completing 3,000 days' work but less than 5,400 days' work, he is entitled to a percentage of an amount equal to one-sixteenth of the total wages received by him during the period of his service as shown below :—

Number of days worked	Percentage
3,000 but less than 3,600	30
3,600 „ „ „ 4,200	40
4,200 „ „ „ 4,800	60
4,800 „ „ „ 5,400	80

An employee who ceases to be an employee by reason of dismissal for misconduct is not eligible for gratuity whatever his period of service.

If an employee is a member of the Workmen's Provident Fund, an amount equal to the aggregate of the company's contributions credited to his account in such Provident Fund is deducted from the amount of his gratuity and the balance paid to him.

Markets and Bazaars.—The following description contained in the Report of the Labour Enquiry Commission (1896) dealing with bazaars and *hats* in the Bengal coalfields more or less holds good even today. "There is also a capital system of bazaars and *hats* throughout the districts, generally started by the collieries themselves, where everything required, including fish, vegetables, meat and clothes can be procured. The *hats* are generally held twice and sometimes four times a week in the neighbourhood of mines. In a few cases some of the very small native-owned mines are situated three to four miles away from the bazaar. Some managers take considerable interest in their bazaars and shops and regulate the prices and the quality of the things sold—an example which might be very properly followed by others.[1]" The present investigation shows that in the Jharia field there are only few regular towns adjacent to the coalmines, these being Jharia and Katrasgarh. There

[1] Page 19 of the Report.

is also near Katras a weekly bazaar held on Sundays. Speaking generally, bazaars are located within the distance of a mile or two of the bigger collieries. Bazaars are held generally once a week but in some cases they are held twice a week. Sunday seems to be the favourite bazaar day. It is not unusual, however, for the workers in some of the smaller collieries to have to travel three to four miles to get their requirements. Some of these bazaars appear to contain almost everything that a worker may require from fish and vegetables to goats, cows and buffaloes. The bazaar is regarded by the workers not merely as a place where they can get their requirements, but is in the nature of a festival where friends and relations meet and do their shopping together. In the Raniganj field too, the system of bazaars prevails. Some coal mines have laid out temporary bazaars in addition to the regular ones. In the railway collieries at Bokaro, Friday is the bazaar day. There is no other regular bazaar where things can be purchased from day to day. In Giridih there is a large market and also three small *hats* or bazaars where sweetmeats, tobacco, bidi, etc. are available. These are situated close to the collieries. In Serampore, the bazaar is held twice a week, *i.e.*, on Sundays and Saturdays. The sanitation of these bazaars is looked after by the managements of the collieries. It was noticed that in Giridih vendors squat near the time office on pay days and on days when dearness allowance is being paid. In the Pench Valley, there are no proper marketing facilities. Every Sunday markets are held at Chandameta, Jamai and Damua and the workers make their weekly purchases from these markets. The markets are generally situated long distances from the collieries and in some cases the distance to be travelled about six to seven miles.

On the day of payment, *i.e.*, Saturday, at each of the collieries under the mangement of Assam Railways and Trading Co. a small bazaar assembles. Sunday is the market day at Ledo and Margherita. The company has made arrangement with the Railway authorities to carry workers in trains free of railway charge from Tipong and other places, at a distance of more than 15 miles to these markets. At Nazira, the workers havet o walk a distance of eight miles every Sunday to attend the market at Santak.

As a war-time development most mines are supplying staple articles of food such as rice, wheat, *dal*, etc. as also clothing from their own shops. All the same, except for a few large collieries which have opened up bazaars close to the mines, the workers have to travel long distances and to wait for the bazaar day to get their day to day requirements. As things are at present, the retention of the institution of bazaars and *hats* seems desirable in as much as these serve not only as shopping centres, but also as social centres for recreation and amusement. Several of the bazaars and *hats*, however, are found in open spaces without any protection or shade or any proper stalls, etc., The sanitation of most of these is also in a most unsatisfactory condition. This matter requires being looked into and such regulations as exist must be tightened up.

A daily shopping centre, close to a place of work, especially for workers such as mine workers who have to live in out-of the-way places is one of the ordinary amenities which the work people may legitimately expect. A desirable development seems to be that the present food grain and cloth shops of the employers should be developed into co-operative stores in which the managements must show initiative and also encourage the workers to take interest. The establishment of such stores need not have any adverse effect on the present bazaars and *hats*.

From the quotation given above from the Report of the Labour Enquiry Commission which reported half a century ago, it will be seen that except for the fact that as a war-time necessity employers' cheap grain shops have come into existence, the position has remained unaltered.

Establishment of a Welfare Fund.—An outstanding event in the recent history of the Indian Coal Industry has been the constitution of a Miners' Welfare Fund for financing activities to promote the welfare of labour employed in the Coal Mining Industry. This fund was constituted by Ordinance No. VII of 1944, a copy of which will be found in Appendix XXIX. The Ordinance provides for the imposition of a levy of an excise duty at a maximum rate of four annas per ton on coal and coke despatched by rail from British India. The revenue from the cess is expected to amount to about Rs. 56 lakhs per year.

Briefly, the objects of the Fund are : the (1) improvement of public health and sanitation, (2) prevention of diseases, (3) provision of medical facilities and the improvement of existing medical facilites, (4) provision supplies, of water (5) improvement of housing standards and the standard of living of workers including provision of housing facilities and amelioration of social conditions, and (6) provision of recreation and transport facilities.

Government, advised by an Advisory Committee, are in charge of the administration of the Fund. The Committee is presided over by the Secretary, Department of Labour and its members are official representatives of the Governments of Bengal, Bihar and the Central Provinces and also an equal number of representatives of colliery owners and workers in coal mines. The committee is a statutory body with certain functions attached to it. It is assisted by advisory sub-committees. The powers and duties of the Advisory Committee, the sub-committee and of the executive of the committee have been defined in the Coal Mines Labour Welfare Fund Rules.

Government have appointed a Coal Mines Welfare Commissioner who is the Chief Executive Officer of the Fund. This officer is assisted by a staff of Welfare Officers, including a Lady Welfare Officer, Propaganda Officers, etc. The office of the Fund is at Dhanbad.

With a view to meeting the most urgent needs of the mining community as expeditiously as possible, the Committee has decided upon certain priorities in the execution of the programme of their work. These are (1) Malaria Control (2) Hospitalization, (3) Improvement of Water Supply, (4) Improvement of Housing, (5) Construction of pithead baths, (6) Adult Education, (7) Starting of vegetable farms, (8) Provision of recreational facilities, etc.

The organization created under the Fund is comparatively recent but already some far-reaching results have been achieved especially in regard to the control of malaria. Surveys of requirements of water supply have been conducted and it is expected shortly to improve the position as regards the provision of adequate drinking water in the coalfields. It is also proposed to establish experimental townships in the Jharia and Raniganj coalfields in which the workers will be provided with two-roomed quarters with adequate open spaces and suitable transport arrangements. A scheme is also under consideration for maintaining dispensaries in central places to meet the requirements of small mines and to build regional hospitals and also a central hospital with about 100 beds. The Department is at present keeping a mobile van for the sale of consumer goods to the miners. This van visits the different mines in the Jharia coalfield. The object is to induce the miners to spend on consumer goods and also to ensure that they easily get goods of good quality at resonable prices near their places of work. There is also a mobile cinema van going round the mining areas for providing entertainment. Ambulance cars have recently been provided by the Department to the Jharia Mines Board of Health and similar arrangements will shortly be made for meeting the needs of the other coalfields. Active steps have been taken to start vegetable farms in the Jharia and Raniganj coalfields.

The following is the budget of the Fund for 1946-47 as approved by the Advisory Committee :—

Construction of hospitals—provision for completion of five regional hospitals at a cost of about 9 lakhs and inital expenditure of 2 lakhs on central hospitals.

	Rs.
Construction of Child Welfare Centres	7½ lakhs.
Provision of office and residential accommodation for the Fund	6 ,,
Initial provision for housing estates	10 ,,
Provision for adult education	3 ,,
Grant to the Jharia Water Board	5 ,,
Subsidy for Pithead baths	2 ,,
Recurring expenditure for anti-malaria	13 ,,
Expenditure on vegetable farms	80,000
Provision of office and residential accommodation for anti-malaria units in all fields.	17 lakhs.

The problems relating to workers' welfare in this country are somewhat different from those in the United Kingdom but it is of interest to note that according to the Report of the Royal Commission on the Coal Industry in England (1925) " about 67 per cent of the amounts allocated from the District Funds have been for purposes connected with recreation and 31 per cent. for purposes connected with health including pithead baths.....Of the expenditure on recreation the greater part has been devoted to the provision of institutes and sports grounds. 1" The following statistics of expenditure from the years 1920 to 1936 by the English Miners' Welfare Fund quoted by Dickie 2 in his book " *The Coal Problem* " are of interest.

	£
Pit Welfare	
Baths, Canteens, etc.	3,812,127
Recreation	5,140,888
Health	
Convalescent Homes and Convalescence, Hospitals, Ambulances, District Nursing, Aged Miners' Homes, Special Medical Treatment and Appliances	3,375,566
Education	1,178,343
Research	892,010
TOTAL	14,398,934

CHAPTER IX

TRADE UNIONS AND STRIKES

Trade Unions.—Trade unionism among workers engaged in the Coal Industry is very weak. According to Prof. Bose, 3 the history of the labour movement in the Jharia field dates back to the year 1920, when the Indian Colliery Employers' Association was organized. The holding of the second session of the All India Trade Union Congress in Jharia in 1921 gave a slight impetus to the movement. In the beginning, the membership of the Association was confied to clerks. Gradually, the membership covered some of the workers as well. In 1933, some members of the above union formed a separate union called the Indian Miners' Association. In addition to the above Associations , workers in the Tatas' collieries have formed a Union called the Tata Colliery Union which is registered under the Trade Unions Act. A new union called the All-India Colliery Mazdoor Union was established in the year 1943. This has been organized by the Radical Democratic Party of India. In September 1945, an All-India Miners' Federation was organized. This body is affiliated to the All-India Trade Union Congress.

One of the unions at Jharia claims a membership of 43,000 and another of 4,000. It is difficult to ascertain the actual membership of these unions. In the Raniganj field there are no trade unions. None of the unions in the Jharia coalfield, excepting the one of the employees of the Tatas collieries, has been recognized by the employers.

There is a coal workers' union at Giridih which has not been recognized by the administration. This union came into existence in 1938 and has been registered. It has a branch in the Bokaro coalfield and its membership consists of workers in the railway mines in these two fields.

1. Report, p. 203.
2. P. 230.
3. *The Jharia Coal Industry* by S. R.Bose, an article in the *Indian Journal of Economics*

In the Central Provinces, there are three Labour Unions :—

(1) The Chhindwara District Colliery Workers' Union, Junnerdeo,

(2) The Central Provinces Mine Workers' Union, Chhindwara, and

(3) The Mazdoor Seva Mandal, Chanda.

There are all registered unions. Of these, the Central Provinces Mine Workers' Union has been recognized by all the mine owners excepting one large company, the membership of these three unions is about 1,400 which means that hardly 7 per cent. of the workers are organized. One of the unions is reported to be doing some welfare work such as provision of education to poor workers' children. It also takes up compensation cases under the Workmen's Compensation Act. On the whole, although there is a certain amount of trade union activity, trade unionism appears to be weak in the Central Provinces.

In Assam, one of the big units has a union but few of th e miners are members of this organization.

Strikes.—In the Jharia coalfield, there have been no strikes for the last five years and the same is true of the Raniganj coalfield except that there was a sporadic strike of a very short duration in one of the mines lasting for only a single day. In Giridih and Bokaro also, there have been no strikes during the last five years. On the other hand, in the Central Provinces, there have been a number of strikes since 1940 resulting in the loss of over 57,000 days. The following statement is of interest in this connection :—

TABLE (53)

*Statement showing the number of Disputes along with their causes and results, number of workers involved and the number of days lost in the Central Provinces Coal-fields during 1940-44**

Serial Number	Colliery	Number of workers involved (directly and indirectly)	Days lost	Demands					Results		
				Wages	Bonus	Personnel	Leave & Hours	Others	Successful	Partially successful	Unsuccessful.
1	2	3	4	5	6	7	8	9	10	11	12
1	A	†2,049	17,210	1	..	..	..	4	..	..	5
2	B	476	476	1	..	..	..	..	1	..	..
3	C	525	1,575	1	..	..	..	..	1	1	..
4	D	800	3,200	1	..	..	..	..	..	..	1
5	E	128	200	1	..	..	..	..	..	..	1
6	F	500	5,100	..	1	..	..	..	..	1	..
7	G	350	1,050	..	1	..	..	..	..	1	..
8	H	656	3,280	1	..	..	..	..	..	..	1
9	I	14	25	1	..	..	..	..	1	..	..
10	J	300	900	..	..	..	..	1	..	1	..
11	K	225	1,350	..	..	..	..	1	..	..	1
12	L	200	485	..	1	..	..	..	..	..	1
13	M	200	111	..	..	..	..	1	1	..	..
14	N	190	190	..	1	..	..	..	..	..	1
15	O	950	21,850	..	..	..	..	1	..	1	..
	TOTAL	7,563	57,002	7	4	..	..	8	4	5	11

*Figures taken from the Office of the Registrar of Trade Unions, Central Provinces. †Strike affected 5 collieries.

It will be seen that demands for higher wages and bonus were the principal causes of disputes. Out of the 19 disputes, only 8 were either completely or partially in favour of the workers.

With the exception of the few disputes reported in the Central Provinces, on the whole, the coal mining industry has been almost entirely free from industrial unrest of any description. As a matter of fact, the Indian Mining Association put forward this as an argument suggestive of the fact that the workers in the industry were contented. This can, however, be only one of the many interpretations of the situation. The fact remains that the industry has been fortunate in having had no dislocation of work because of strikes. This is in glaring contrast with what is happening in factory industry all over the country, where according to the available statistics, in the year 1944 there were no fewer than 658 disputes involving 5,50,015 workers and 34,47,306 days were lost.[1] In this connection, it is of interest to note that in England, of the total number of persons involved in trade disputes, in all industries, no fewer than 61 per cent. were those belonging to the coal mining industry[2].

Machinery for the settlement of trade disputes.—No separate machinery has been established in the coalfields for the prevention and settlement of trade disputes. The "Industrial Relations Machinery" of the Government of India, under the Chief Labour Commissioner (Central), however, covers coal mines. The main functions of the officers appointed under this machinery so far as coal mines are concerned are (1) assistance in the formation and maintenance of voluntary machinery in industrial establishments; (2) the prevention and settlement of trade disputes; (3) maint... of information regarding wage rates and conditions of work and (4) m... continuous touch with the state of relations between employers and ...

The present enquiry, both in the Jharia and Raniganj coalfie... opinion in regard to the establish...ment of a statutory machinery f... and settlement of trade disputes is somewhat divided. Most of t... owners seemed to disfavour the idea. Their principal argument ...e coalfields there have been no strikes which indicates that the labour fo...d. On the other hand, many enlightened managers seemed to be of the ...ng to the ignorance and illiteracy of the workers, they were not ...heir grievances effectively and that there should be some machine... *to the* grievances of the workers. Most of them seemed to favour ... *sisting* of a Government official, a representative of the employers ... *ative of* the employees selected from amongst the wo...rkers where ther...e unions.

The officers in charge of the railway collieries both at Gir... Jokaro seemed to be in favour of some sort of a statutory machinery for the ...on and settlement of trade disputes.

In the Central Provinces, opinion among the owners ar... union leaders appeared to be that a committee consisting of an ... of representatives of Government, mine owners and workers should ... every mining area to enquire into trade disputes as and when they occ...

The British Coal Industry provides a shining ex... very great advance which can be brought about in the conditions of work... wages of coal miners as a result of organization. On the other hand, the Indian ...iner is without organization and without leadership. As pointed out alread... geographical location of the industry as also its general environment are n... conducive either to orgnnization or to leadership. At the same time, it ...us that for an effective improvement in the miners' conditions, the philant... employer or the goodwill of the State alone will not suffice. Since ...es in this country provide housing to the miners in compact c... ible to bring about certain amount of organization an... they are not unfamiliar, namely, the village Pancha... ce not merely in creating leadership and in assisting t... oblems relating to their work but such an institution migh... ng relief orthem in their day to day difficulties. As a matter o... and, "each

1 *Indian Labour Gazette*, August 1945, *p.* 58
2 *New Deal for Coal by Wilson, p.* 36

colliery village or community has its local miners' lodge with usually one of th lock check weighmen as Secretary and one of the men as Presidents" [1].'

CHAPTER X

Legislation and Administration

In this Chapter it is proposed briefly to review the main provisions of the labour legislation applicable to coal mines and to set out certain observations regarding their actual working. So far as the working of the Acts is concerned, it is difficult during a rapid enquiry to ascertain to what extent, if any, evasions, etc., are taking place and in the following sections special care has been taken only to refer to instances which have come to notice during the enquiry. In regard to the working of the Maternity Benefit Act, Government issued a special direction to enquire into its administration and for this purpose certain intensive investigations were made and these were supplemented by statistical data which some of the mines were requested to furnish.

The Indian Mines Act.—Government inspection of coal mines in India began as early as 1894 largely as a result of the deliberations of the International Conference held in Berlin in 1890 but it was not until 1901 that the first Indian Mines Act providing for the health and safety of the miners was enacted. The Act was amended from time to time and was superseded by the Act of 1923. This was amended in 1928. The Act was again amended in 1935 largely as a result of the recommendations of the Labour Commission and the adoption of the draft International Labour Office Convention on hours of work in coal mines. In 1936 regulations were framed providing for the adoption of special measures to avert the danger of fires in mines. In 1937, further regulations were issued for providing rescue stations, etc. In 1939, the Sand Stowing Act was passed making it compulsory for certain mines to pack their goaf with sand against collapses and subsidences.

The Indian Mines Act deals more with questions of safety, prevention of accidents, etc., rather than the welfare of the workers. The latter is being recently attended to by the Labour Welfare Department constituted under the Ordinance referred to already. The main provisions of the Act have been referred to incidentally in the Chapter dealing with working conditions and need not be repeated here.

The administration of the Act is entrusted to the Chief Inspector of Mines who has under him several inspectors. The headquarters of the department is at Dhanbad.

Reference has already been made to the violation of the Act in regard to hours of work in the section dealing with Working Conditions. As stated there, in the case of coal mines which are spread out at considerable distances it is difficult to detect such violations but in many cases the breach of law in this respect seems at present to be extremely flagrant. Especially in regard to contract labour it was often noticed that the same worker worked for more than one shift per day and this was done by changing his name in the second shift. In the Central Provinces, particularly, many children who have been certified for underground work appeared to be below certifiable age. Here the practice seems to be that the certificate is issued by the mine doctor himself and owing to the shortage of labour the doctor is often inclined to certify.

First Aid Boxes.—This has been dealt with already in the section dealing with working conditions. Rule 8, under Section 18 of the Act requires the provision for firstaid boxes at convenient places on the surface. This, as is apparent, requires alteration because in a mine where accidents and injuries are so frequent, first aid is of the utmost importance. In view of this, it would appear necessary that there should be statutory provision for providing firstaid boxes underground and also for their periodical examination with a view to seeing that they contain equipment which is up to the standard.

Telephones.—There is no provision in the Act for the installation of telephones at convenient places underground. Only a few of the larger collieries have telephonic communications between underground and the surface and these generally

[1] *The Economics of Coal Industry*, by R. C. Smart, *p.* 226.

are installed at the pit bottom. In several collieries in which the working places might be as far as one or two miles from the pit bottom there is extremely little communication between the miners and loaders and those working near the pit bottom. Where there are no telephones there is no swift communication whatever between underground working places and the surface. Nor was any system of signals found to prevail in the mines except in Assam. It is obvious that taking into consideration the hazards of the industry proper communications underground should exist. In this connection the Coal Mining Committee (1937) have observed as follows :—

" We are of opinion, therefore, that telephonic communications should be required by regulation in all cases where the distance from the bottom of the shaft or the entrance to the mine to the end of the main haulage road is 3,000 feet or over. The Chief Inspector should be empowered to prescribe shorter distances where he considers them necessary, as for example, where the gradient is steep or the seam thin[1]".

Unlike factories, the regulation of work underground in coal mines presents many difficulties and standardization of the conditions and the subsequent regulations thereof is a matter of considerable difficulty. At the same time, visits underground revealed that in several cases where the workers were found to be working, the places were definitely unhealthy and extremely trying. Such conditions are particularly unhealthy and dangerous because of "high temperature, poisonous gases, insufficient ventilation, dust-charged atmosphere, dripping water, flooded or muddy levels and narrow seams"[2]. Several European and Eastern countries, including China, have regulations on the subject. Sometimes the regulations leave it to the competent mining authority to decide on the unhealthy character of work places. In the Indian Mines Act the only provisions made appear to be those in regard to ventilation, prevalence of gas and use of safety lamps, etc. It would appear that no provision exists in regard to the permissible temperature, dampness and several other matters which are likely to affect the health of the underground worker. This is a matter which seems to require further investigation with a view to improving conditions of work underground in conformity with the standards prescribed in some of the European countries.

Except in Assam where steel helmets are supplied to the workers in some mines, only in a few others was it noticed that bamboo hats were being supplied especially to those engaged in depillaring operations. It was stated by the managements during the course of the enquiries that the workers would not use the hats even if they were supplied to them. It is possible that there may be prejudice against the use of such hats especially in hot working places where the bamboo hat might add to the miner's discomfort. At the same time, compulsion in this matter would appear to be necessary especially where depillaring is being done or in working places where the roof is not particularly strong.

While in several mines the working places are not too damp or there is not too much water underground, I have myself gone to two or three mines where I had to wade through ankle deep water. In all of the mines visited, the miners were working bare-footed. It seems desirable that underground workers should be supplied with and compelled to wear boots particularly in places which may be considered as being harmful if the workers have to work bare-footed. In this context, one has also to remember that at present there are no arrangements underground for sanitation and if the workers are to be saved from hook-worm and other similar infections it is just as well that their feet should be covered. The workers may in the initial stages be averse to the use of boots but in the long run they can be persuaded to use them as the use of boots is certain to give much more comfort. In this connection, it may be stated that in the Kolar Gold Fields the workers are supplied both with boots and bamboo hats or are paid kit allowance and everybody there seems to have taken advantage of the boots and hats.

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[1] Report of Coal Mining Committee, 1937, p. 158.
[2] I. L. O. Report, *The World Coal Mining Industry*, Vol. II, 1938, p. 279.

No clear idea can be obtained of the administration of the penal provisions of the Act from the annual reports of the Chief Inspector of Mines but during the investigations there were loud complaints that many owners escaped punishment for infringement of the law and that if prosecuted the fines imposed were so trivial that it paid them to break the law rather than to obey it. The latter allegation seems to find some substance from the following extracts from the Report of the Chief Inspector of Mines for the year 1942:—

"The two owners' agent and manager of a coal mine in the Raniganj coalfield were prosecuted for including fictitious figures in the annual return submitted by them in January 1942. The charge against one of the owners was dropped owing to his death, while the others were fined Rs. 15 each.

"The owner of a coal mine in the Raniganj coalfield was prosecuted (1) for continuing to work the mine without a duly qualified manager; (2) for allowing the daily inspections of the mine to be made by an unqualified person; and (3) for failing to keep the edges of a quarry securely fenced. He was fined Rs. 50."

"The owner of a coal mine in the Jharia coalfield was prosecuted for continuing to work the mine without a duly qualified manager. He was fined Rs. 50.'

"The owner of a coal mine in the Jharia coalfield was prosecuted (1) for failing to appoint a duly qualified manager; and (2) for failing to keep the sides of a quarry properly sloped or stepped. He was fined Rs. 150."

"The owner of a coal mine in the Jainty coalfield was prosecuted for failing to appoint a manager having the prescribed qualifications. He was fined Rs. 75"[1].

The Mines Maternity Benefit Act, 1941. The Mines Maternity Benefit Act was enacted in 1941 and subsequently amended in 1945. The amended Act provides for the payment of maternity benefit to underground women workers at the rate of Rs. 6 per week for ten weeks before and six weeks after delivery. The rate of benefit for surface workers is twelve annas per day for a period of 16 weeks The qualifying period for benfit has been fixedat 90 days' attendance during a period not less than six months preceding the date of delivery.

The Inspectorate administering the Act consists of one senior and two junior labour inspectors working under the Chief Inspector of Mines. The Senior and one Junior Labour Inspector have their headquarters at Dhanbad and the other Junior Labour Inspector at Sitarampur in the Raniganj coalfield. The Senior and the Junior Labour Inspectors in Dhanbad have to cover about 500 collieries while the Inspector at Sitarampur covers about 300 collieries. It is understood from the Chief Inspector of Mines that three more Inspectors will shortly be appointed in connection with the administration of this Act. No annual administration report on the Act is published but from an examination of the records of the Office of the Chief Inspector of Mines, it would appear that in the year 1943 the Inspectorate visited 308 out of 385 mines in the Jharia field and 235 out of 285 in the Raniganj field. As regards the number of claims, etc., the information which is available in the records of the Chief Inspector of Mines is not very satisfactory.

The total number of complaints dealt with by the Inspectorate was seven in 1944 and 40 in 1945. Six out of the seven complaints in 1944 were successful and the women were paid the benefits. An examination of the 40 complaints in 1945 showed that 11 workers were entitled to the benefit.

Questions relating to the working of the Act had not been included in the Questionnaire because it was felt that this is a matter which required intensive investigation and the Supervisors and the Investigators were, therefore, given a list of points to enquire into. The colliery managers were also requested to supply information relating to this subject in a special form drawn for the purpose.

[1] Annual Report of the Chief Inspector of Mines in India for the year 1942, PP. 19-21.

The procedure generally followed by mines in regard to maternity benefit claims is as follows :—

A woman worker who is pregnant and thinks that she ought to get maternity benefit approaches the office clerk in charge of the subject who writes out for her form 'A' prescribed under Section 4 (1) of the Act (Appendix XXX). When the manager receives the form, he asks the clerk in charge of attendance to calculate from the attendance register the number of days she has worked. If satisfactory proof regarding attendance has been received, the woman is sent to the company's doctor for certifying as to when child birth is expected. If the doctorcertifies that birth may be expected within a period of four weeks the first instalment of maternity benefit is paid to her. When the child is born a fresh application is filed for the recovery of the second instalment; the manager then sends down to the *dhowrahs* clerks or nurses or *ayahs*, as the case may be, to ascertain if this is true. If this is found to be correct, the second instalment is paid.

While in the larger collieries the thumb impressions of the recipients are taken in acknowledgment of receipts of the benefits, in several cases it was noticed that there was no evidence whatever of the benefit having been paid or received.

The following statement for the different coalfields contains information regarding the number of women employed in the sampled mines, the number of claims preferred and the number of claims admitted :—

TABLE (54)

Statement showing the total number of women workers and claims registered and paid under the Mines Maternity Benefit Act during 1945, in the collieries covered by the present enquiry:—

Name of Coalfield	Number of sampled Mines	Number of Mines to which the figures relate	Number of women workers in mines in Col. 3	Number of claims registered	Number of claims admitted	Percentage of column 6 to 4
1	2	3	4	5	6	7
Jaharia	106	96	14,836	891	872	5·9
Giridih	2	2	2,175	225	135	6·2
Bokaro	4	4	9,259	269	269	2·9
Raniganj	68	22	4,987	500	495	9·9
Central Provinces	32	11	1,625	168	168	10·4
Assam	6	4	341	53	53	15·5
Total	218	139	33,223	2,106	1,992	6·0

These figures although obtained from the collieries themselves must be read with a certain amount of caution and reserve because, excluding a few well managed collieries, the manner of maintaining the books is extremely crude. This also applies to some of the railway collieries where it is difficult to follow a case from the beginning to the end from the books without referring to half a dozen of them.

The above figures show wide variations in the percentage of claims admitted to the number of women employed. The lowest percentage is for Bokaro ,the highest being for Assam. The percentages for the Central Provinces and Raniganj are about the same. While in the other centres the percentage of claims admitted to those preferred are very high being 100 per cent. in the Central Provinces and in Assam, this percentage is only 60 in Giridih.

Before analysing the above figures it must be stated that the variations in the above table must be due to variations in the enforcement of the Act rather than to any inherent causes such as differences in age distribution and civil condition, etc. because from what is known of the composition of the labour force in Jharia and Raniganj there is considerable similarity in these matters in these two centres. The low figure for Jharia is no doubt due to the flagrant evasion of the Act

by many of the smaller collieries. The bigger collieries generally observe the law The Assam figure is most significant because here the two mines employing women labour look after the rights of the workers and it can be presumed that all legitimate claims are duly settled.

In the Jharia coalfield, intensive investigations were made in about 96 out of the sampled collieries. In addition to obtaining the relevant statistics the registers and files were also examined and the employers and the workers interrogated on the subject of the administration of the Act. The general impression gathered by myself and by the supervisory staff was that while the bigger collieries with certain exceptions, were following both the spirit and the letter of the law, the smaller collieries were completely ignoring the Act. The proportion of the claims paid to the number of women employed varies extremely, widely from mine to mine in the same centre. It was also noticed that although the Act is a pretty straightforward measure of legislation, different managements put different constructions on its provisions. A few instances in regard to this matter may be cited here. In one of the bigger collieries, it was noticed that underground women workers giving notice of their pregnancy were transferred to surface and the benefit paid to them was at the lower rate which applies to surface workers. As a matter of fact the manager of this mine did so in the belief that he was conferring a favour on the women workers by transferring them to the surface and giving them lighter work. It is understood that this matter has now been taken up by Government who have decided that a woman who has worked for 90 days underground, if transferred to the surface and has given notice of pregnancy should be entitled to be benefit under the Act admissible to women employed underground. The question of calculating the attendance of women qualifying for the benefit leads to numerous complications. As will be seen from the section in which the procedure for claiming maternity benefit is outlined, the work of ascertaining the woman's attendance is generally entrusted to a clerk in charge. It is in evidence that these attendance clerks often take a big slice of the maternity benefit from the women in order to make up their attendance and bring it to the legal figure of 90 days. Where the women are employed by contractors, the contractors very often do not keep proper books particularly of workers who work in gangs and to this extent the Act is being nullified because in very few cases it is shown that the woman hasqualified for the benefit. This is clear from the statistics of railway collieries which employ contract labour. On the other hand, there are certain managers well disposed towards labour who allow the women to work even after they have been certified as being due for maternity leave in order to allow them to make up their 90 days. While on this point, it may be stated that several of the small collieries inspected did not seem to maintain any proper register at all of maternity claims. In two instances, when I visited the mines, I saw the remark " went away " against each of the entries in which claim for maternity benefit had been made and in two collieries when I asked for the maternity benefit books, I was told that the clerk in charge had been ill and in two other cases that copies of the registers were exhausted and that a requisition had been sent to Delhi for fresh books !

During the course of the present investigation an attempt was made to ascertain as to what was being done by the women workers with the cash benefit which they received under the Act. Statistical proof in a matter like this is difficult to obtain although one Manager of a coal mine obtained some figures for me on the subject from a sample investigation made by one of his Labour Officers. The sample, however, was too small to enable one to draw any reliable conclusions on its basis. The consensus of opinion among Managers and Labour Officers appeared to be that generally the cash benefit received by the women is utilised by the men not for the health and well being of the woman and the child but, mostly for purposes of four G's namely, goats, ghosts, grog and gambling. It was understood that roughly 50 to 60 per cent. of the money is spent by the husbands on feasting and gambling, about 10 to 20 per cent. on religious ceremonies including the propitiation of gods and demons, while a few rupees may be utilised for buying some clothing and food for the woman and the child. An extreme case

in regard to this matter was brought to my notice by the Lady Welfare Officer attached to the Welfare Commissioner who stated that in one case, a woman who was supposed to have received Rs. 60 by way of the first instalment of benefit was found the next day to be without clothing and without food and that the Lady Welfare Officer had to request the management to give her some clothing and food and deduct the cost from her second instalment. The employers' associations with whom the matter was discussed were also of the opinion that the intentions of the Legislature in giving Maternity Benefits were not being carried out. In this connection, cases were also brought to my notice that on receipt of the maternity benefit both husband and wife left the mine for their villages and did not return till probably the money had all been spent away. There were cases too where the first instalment received was utilised for the purchase of a plot of land.

It is naturally impossible for the Legislature to lay down as to how the beneficiaries under the Act should utilise such benefits. It is true that even among factory workers maternity benefit is not always used for the poupose for which it is intended. Considering, however, that the labour in coal mines is particularly backward, it would appear that in their case, the required relief may be obtained much better if, instead of paying the benefit in two lump sums it is paid in a larger number of instalments so that at least a part of the instalment could be utilised for food, clothing and medical requirements, etc. It seems desirable also that a part of the benefit should be paid in consumer goods rather than in cash. These suggestions were discussed with individual managers and also with the colliery owners' associations and appeared to receive a good response from them, except that the Indian Colliery Owners' Association at Dhanbad seemed to be of the view that the needs of the case would be met by splitting the instalments into about half-a-dozen instead of two.

Where the workers come from long distances confinement generally takes place in the *dhowrahs* and in the case of those coming from nearby villages they usually send their womenfolk to the villages for confinement. In the colliery areas there are few, if any, maternity hospitals. In this connection, however, pointed attention may be drawn to the fact that at Bokaro where the doctor in charge is a very sympathetic person, a large number of women working in the mines are coming to the hospital for confinement and are no longer afraid of doing so. It would appear that in spite of their backwardness, this class of the community appreciates the benefit of going to hospitals for confinement rather than that the event should take place in the crowded and congested *dhowrah*. Here, one may as well refer to the experience in regard to industrial workers in Bombay City where while 20 years back most of the workers used to send their wives to villages for purposes of confinement or coninement used to take place in the *chawls* about 70 to 80 per cent. of the industrial workers now send them to maternity hospitals. There is no doubt whatever that if and when a net work of maternity hospitals is started in the colliery areas, the woman workers and the wives of miners will take the fullest advantage of such an amenity provided, of course, the doctors and the nurses in charge show them the requisite sympathy and afford them the required facilities.

It would appear that in the larger collieries at any rate the men and women are aware of the fact that legislation for Maternity Benefit exists and that in the contingency of pregnancy they are entitled to a certain amount of benefit. Their knowledge regarding the details, however, is still imperfect and in several cases it was found that a person who had taken the first instalment did not turn up to recover the second.

The Workmen's Compensation Act

The additional Deputy Commissioner, Dhanbad is the Commissioner for Workmen's Compensation for the Jharia coalfield. Since September 1944, Government have appointed the Labour Commissioner, Bihar, as *ex-officio* Commissioner for workmen's compensation to try contested cases. For the Bengal coalfield there is a separate commissioner for workmen's compensation.

TABLE (55)

No published information is available regarding compensation paid for accident in coal mines. Some data on the subject were, however, collected in the course of the present enquiry and these are set out in the table below.

Statement showing the number of cases of accidents and amount paid under the Workmen's Compensation Act during 1945 in collieries covered by the present enquiry

Centre	No. of Mines to which the figures relate.	No. of cases of Accidents				Amount paid		
		Fatel	Serious	Non-Serious	Total	Rs.	A.	P.
Jharia	96	...	...	...	296	4,717	1	0
Giridih	2	5	3	140	148	5,176	10	0
Raniganj	34	...	3	6	9	2,321	8	0
Central Provinces	17	6	41	289	336	6,642	2	0
Punjab	...	...	...	...	...	...		
Assam	4	...	...	...	26	671	2	0
Total	153	11	47	435	815	19,528	7	0

It would appear that the number of contested cases is extremely small. For fatal accidents compensation is payable only by the Commissioner appointed under the Act. It was reported that large amounts in regard to compensation payable in such cases remain undisbursed for a long time owing to the difficulty of tracing the dependants. In both Jharia and Raniganj, cases were brought to my notice in which pleaders and touts deprived the workers or their dependants of a considerable portion of the compensation due to them for services rendered in securing compensation either from the Calcutta Claims Bureau or from the Commissioners.

CHAPTER XI

Indian States

In the Indian States, according to the available informatioon, coal mines are situated in the following centres :—Hyderabad (Deccan), Talcher, Korea, Rewa, Bikaner and Assam States.

No recent annual statistics of production, etc. are available for Indian States but those for 1938 show that production in the States was about 11 per cent. of the total Indian production. From the point of view of production, the most important States are Hyderabad (Deccan), Korea in the Central Provinces and Talcher in Orissa. The investigation was not made in Hyderabad because the Hyderabad Government had appointed a Labour Investigation Committee with identical terms of reference as those of the Committee appointed by the Central Government. The two States selected for investigation were Korea and Talcher. Permission to visit the States was received somewhat late and there was very considerable delay also in receiving replies to the Questionnaire from some of the sampled mines. In the available time, therefore, it was not possible to atteinpt anything more than to collect some information regarding conditions of work and wages in these two States. I was not able to visit either of these States personally although a Supervisor visited them.

The following summary statement shows the number of coal mines, the number of persons employed and the production in the various Indian States in September 1945 :—

TABLE (56)

Statement showing the number of collieries, average number of persons employed and the total production in the Indian States in September 1945

Name of State	No. of coal mines	No. of workers employed	Total production 1945	Percentage of production in each State to total production in Indian States
			Tons.	
Hyderabad (Dn.)	3	6,687	77,156	33·81
Korea	5	3,609	82,182	36·02
Talcher	3	3,705	28,056	12·30
Rewa	2	2,633	31,413	13·77
Assam States	2	*	1,304	0·57
Other States	2	2,289	8,053	3·53
Total	17	...	2,28,164	100·00

*Information not available.

It will be seen that of the total production of Indian States, 48.32 per centis. accounted for by the coal mines in the States of Talcher and Korea.

For purposes of this enquiry an *ad hoc* survey was conducted in all the eight mines in Korea and Talcher. For the wage Census, however, two mines in Talcher and two mines in Korea accounting for 43·7 and 87·3 per cent. respectively of the labour force employed were covered.

Location.—The mines in Talcher State are located in the town of Talcher itself while those in Korea are somewhat spread out, being located at Chirmiri, the capital of Korea State and at Manendragarh, fourteen miles away from Chirmiri Two of the largest mines in Talcher State are owned by the M. & S. M. and B. N. Railways respectively while one is owned by a Joint Stock Company. One of the mines in Korea is owned by the B.B. & C.I. Railway while the other four are owned by Joint Stock Companies. Two of the latter are, it is understood, at present being controlled by the Supply Department of the Central Government. In Talcher State, the thickness of the seam varies from 13 to 18 ft. in one case and from 5 to 9 in another while in Korea it varies from 5 to 26 ft.

Employment.—At the time of the present enquiry it was found that the two sampled mines in Talcher were employing 2,987 persons and those in Korea 2,104 persons. The following statement contains details regarding men and women working underground, and on the surface in the sampled mines in these two States :—

[1] Information collected from the records in the Office of the Chief Inspector of Mines, Dhanbad.

TABLE (57)

Statement showing the number of men & women working underground and on the surface in the sampled collieries in Talcher & Korea

Name of State and Number of Sampled Collieries in each State	Total number of workers			Underground				Surface			
	Men	Women	Total	Men	Women	Total	% to the total number of workers employed	Men	Women	Total	% to the total number of workers employed
Talcher State (2 collieries) . .	2,963	24	2,987	2,213	..	2,213	74.08	750	24	774	25.92
Korea State (2 collieries) . .	1,612	492	2,104	1,198	302	1,500	71.29	414	190	604	28.71
Total (4 collieries)	4,575	516	5,091	3,411	302	3,713	72.93	1,164	214	1,378	27.07

In neither of these centres are children employed. It will be seen that the proportion of women's employment is more in Korea than in Talcher. The proportion of surface workers to underground workers is 27·07 and 72·93 per cent respectively in these two States. This proportion is more or less the same as is to be found in the other important centres of the industry such as Jharia and Raniganj.

Recruitment, Sources of Labour Supply, Method of Employment, etc.—In Talcher State over 60 to 70 per cent of the labour is local which comes from surrounding villages and districts. The remaining labour is recruited by contractors generally from Bilaspur, South India, etc. In Korea about 20 to 30 per cent of the labour is local while the remaining is brought from Bilaspur district and from Surguja State in the Central Provinces. In both the States the labour employed is partly *Sarkari* and partly contractors' labour. So far as *Sarkari* labour is concerned, no recruiting agents are employed and the men present themselves for work at the mines. Both at Talcher and Korea raising contractors are also employed. These send out Sirdars or recruiting agents to get the labour. In Korea, the recruiting Sirdars are paid their travelling allowance and also given a commission at the rate of three annas per rupee of the earnings of the labour brought by them. The B. N. Railway at Talcher gives free railway passes to the recruiting agents and to the labour which is brought to the mine. The large joint stock company at Talcher sends out its recruiting agents to get information as to where labour is available and on receipt of such information sends out its own agents to the villages, collects the recruits at a central place and arranges to bring them to the mines.

The labour force at Talcher consists mostly of Oriyas, Bengalis, Madrasis, Berhampuris and Bilaspuris, while at Korea the composition of the labour force is more or less similar to the composition of the labour force in the Central Provinces mines and consists of Gonds, Bilaspuris, Chamars, etc.

Migration.—In both the States it was noticed that the miners go to their villages for purposes of sowing and harvesting as is the case in the other coalfields. The peak of migration is reached in the months of July and August and again in November and December. In one centre it was stated that migration also took place during the festival season during the end of February and also in August and September. The extent of migration in Talcher is not as high as in Korea State being of the order of about 20 to 25 per cent. In neither of these places is land given to the workers for settling down near the mines. Nor does any system of apprenticeship and training prevail in order to ensure a regular and stable labour supply. It is reported that in Talcher, the Oriya workers are more stable than the others while in Korea, Gonds and Pankas are more stable.

Length of Service.—Information regarding length of service supplied by two of the bigger units in Talcher is presented below in a tabular form :—

TABLE (58)

Table showing the length of service of operatives in two collieries in Talcher

Length of service	No. of persons	Percentage to total No. of persons
Those with service between 0 and 1 year	299	23·7
Those with service between 1 and 5 years	575	45·5
Those with service between 5 and 10 years	274	21·7
Over 10 years of service	115	9·1
Total	1,263	100.00

Similar information is not available for any of the mines in Korea.

Working Conditions.—Both at Talcher and Korea, mechanisation has made considerable progress. For instance, in Talcher State, there are 18 coal cutting machines while in Korea there are 12. One railway mine at Talcher is highly mechanised and in addition to mechanical coal cutters also contains two air compressors, two compressed air drilling machines, one rotary dumper and a skip. In one mine in Talcher and two mines in Korea locomotives are used underground for haulage of coal.

All the three units at Talcher and two in Korea have electric lights underground. Most of the haulage roads, etc. are well illuminated. In Korea, the miners use open kerosene lamps known as 'kuppis' while at Talcher they use kerosene lamps but these are closed. One of the mines at Talcher uses an electric fan for purposes of underground ventilation while the others have mechanical ventilation. In Korea, on the other hand, two of the mines have mechanical ventilators and others ventilate underground working places by arranging for natural ventilation by driving the galleries. In both these centres underground ventilation is adequate and the atmosphere is neither too hot nor too cold.

There is enough standing room underground both at Talcher and Korea except in one mine in the latter centre, where the height of the seam is about five feet only It was reported that the roofs in the mines at Talcher are not too strong and are apt to give way. In order to prevent accidents, some special safety Sirdars are, therefor appointed by the managements who examine the working places and tramming roads before the miners are allowed to cut coal.

One of the mines in Talcher has arranged for the supply of drinking water underground by keeping a water tap. In the other mines arrangements for drinking water are made by carrying buckets of water and keeping them underground for the use of the workers. In the mines in KoreaState no arrangements exist for drinking water underground except for one mine where water carriers are employed for the purpose.

In neither of these two centres does any arrangement exist for underground sanitation although sweepers are engaged to keep the underground places clean. In Talcher, however, sanitary arrangements have been provided on the surface.

In all the mines in Talcher arrangements have been made on the surface for bathing and washing. Two of the mines have provided spray baths separately for men and women while one has arranged to build tanks with taps where bathing and washing facilities exist. On the other hand, in Korea State, no such facilities are provided. A mine at Talcher has provided a proper rest shelter on the surface where the workers have their meals and take rest during the intervals. There are no shelters for underground workers in either of the centres.

First-Aid Boxes.—In all the mines in Talcher first-aid boxes with stretchers have been kept underground at suitable places. In the railway mines in Talcher, the first-aid boxes are kept in excellent condition.

Hours of Work and Shifts.—Three shifts per day of eight hours each are worked underground in all the mines in Talcher while on the surface there is only one shift of ten hours with an interval of two hours. The actual hours of work are from 7 A.M. to 3 P.M., 3P.M. to 11P.M. and 11 P.M. to 7 A.M. In Korea State also, the mines work three shifts of eight hours each underground and only one shift on the surface of 10 hours with a rest interval of two hours. The starting and closing hour per shift differs from mine to mine. In some cases the work starts at 6 A.M. and in others at 7 A.M.

Saturday being the bazaar day is observed as a closed day in the mines at Talcher while Tuesday, which is a bazaar day in Korea, is a closed day at Chirmiri and Thursday being the bazaar day at Jhagrakhand.

Sizes of Tubs.—There are very considerable variations in the sizes of tubs in the collieries at Talcher. In the railway colliery, where the coal which has been cut by the machine is hauled to the surface in a locomotive, each wagon is known as a Car which has a capacity of 90 c.ft. In the other collieries in Talcher, the size of the tubs varies from 30 c.ft. to 60 c.ft. In the two collieries at Korea where the coal is hauled by locomotives the cubic contents of the car varies from 82½ c.ft. to 83 c.ft. The most usual size of the tubs in the other collieries in Korea is about 30 c.ft.

Method of Wage Payment.—In the two railway collieries in Talcher State raising contractors are employed and the percentage of contract labour comes to about 57 of the total. As these mines are mechanised, there is no coal cutting done by hand and loading, tramming, bailing, roof dressing and wagon loading, is done by workers employed through contractors. Sometimes contractors' labour is also employed for tub repairing, building and for driving stone drifts underground. Speaking generally, fitters, carpenters, khalasis, machinemen, fireman, chainmen, trolleymen, hammermen, etc. are on a monthly basis of pay while others such as workshop boys, haulage drivers, stone cutters, etc. are on a daily basis and are employed and paid directly by the management. Some of the daily rated workers employed directly are paid weekly, and some monthly. Except for loaders, who are paid on the basis of tubs, the other workers employed by contractors are daily rated.

Labour which is directly employed is paid directly by a pay clerk in the presence of the colliery manager who verifies all payments. In regard to contract labour, wages are paid directly to all workers except miners and loaders who are paid through the Sirdars. Contractors generally have munshis underground who supervise the work and see that the tubs are properly loaded. In one of the mines pay slips are given to miners by the Sirdars showing the number of tubs filled by the miners working under them. In the second mine no pay slips are issued, but, complaints if any, are dealt with by the contractor or his representative. There is also an appeal to the manager. The third colliery in Talcher employes no raising contractors but has petty contractors for work underground and in the workshop on the surface. About 13 per cent. of the labour is employed through the contractors. Except for miners who are paid on the tub basis, all the other occupations are time-rated and paid per day. Daily attendances are recorded by the time-keeper and the attendance clerk. They are entered subsequently in the muster roll on the basis of which payments are made. The miners' tubs are recorded by munshis daily who send their Report to the time-keeping office. Wages are paid directly to all the workers except trammers who are paid through their Sirdars. No receipts or thumb impressions are taken.

In Korea State only three of the mines employ contract labour. One of these is managed by the railways. The percentage of contract labour to the total complement varies from 20 to 50 per cent. in these collieries. In the railway colliery, all the important jobs such as loading, tramming etc. are done by the labour employed by the raising contractor. In the other two collieries, coal cutters and loaders are partly employed directly and partly through the raising contractors. Where coal cutting is done by machines, the machine drivers are employed directly. The occupations of coal cutters and loaders are regarded as separate as is the practice generally in the Central Provinces. The cutters are paid on footage although in the railway colliery some workers are paid on daily basis. Loaders are paid according to tubs but trammers are daily rated workers in all the collieries. The coal cutters' wages are paid to the head gangmen who distribute them among the workers. Only a few of the workers are paid on a monthly basis. *Sarkari* coal cutters are paid at the week end, while contractors' coal cutters are paid every two months although they are given *khoraki* every week.

Wage Period.—In Talcher the two prevailing wage periods are the month and the week. Contract labour is generally paid weekly while *Sarkari* or departmental labour is paid monthly. Generally, about four to five days elapse between the date when the payment becomes due and is made in the case of weekly paid workers, while a period of eight to ten days elapses between the date of payment and the date ent becomes due in the case of monthly paid workers. Payment is

generally made on Fridays, Saturday being the *bazaar* day. It is reported, however, that if payments are not completed on a Friday, the workers have to be present to receive their dues on a Saturday which is a closed day. In Korea State, all the workers are on the basis of weekly payment except for some occupations like shot-firers, blacksmiths, carpenters, etc., who are paid monthly. The wage period is from Wednesday to Monday in the case of three mines and Wednesday to Thursday in the case of two mines, the *bazaar* days being Tuesday and Thursday respectively. It is, however, reported that some payments are also made on the closed day.

Fines and Deductions.—Fining is not very common in either of these two centres although there are cases when a certain amount is deducted from the wages on account of underloading. Only one out of the five mines in Korea State reported that it maintained a Fines Fund, the credit to the amount of which was only a few rupees. The money is generally used for charitable purposes. In Talcher State, no separate Fines Fund is maintained and the amount of fines, if any, is credited to the General Revenue Account.

It is usual for the contractors to advance money to the workers in the mines in Talcher State.

Dearness and Other Allowances.—Neither in Talcher nor in the Korea State is the Young Plan in operation. In both the centres, however, dearness allowance is being paid. The railway collieries in Talcher State pay dearness allowance to the labour employed by them at the rate fixed by the railway administration for the 'C' zone which, at the present rates, comes to Rs. 12 per month for the staff drawing pay less than Rs. 40 per month. In regard to contract labour, the rate of allowance paid is Re. 0-7-0 per day. In one of the big mines owned by a Joint Stock Company dearness allowance is paid at the rate of Re. 0-4-2 per day to time-rated workers and Re. 0-4-5 to piece-rated workers. In Korea State, dearness allowance is paid at the rate of Rs. 12 per month or Re. 0-7-3 per day in the Railway colliery. Another colliery pays the allowance at the same rate as the railway colliery, while three collieries pay the allowance on a gradually diminishing scale. Speaking generally, those in receipt of an income of Rs. 30 per month get 50 per cent. of their wages by way of dearness allowance. No other allowance such as an attendance allowance is given and overtime, when worked, is paid for on a *pro rata* basis.

All the mines run foodgrains shops and cetarin commodities of daily consumption are sold at these shops at concession rates. It was found that in two of the mines in Korea State the money value of the concession per worker came to Rs. 1-8-9 per week, Rs. 1-2-6 per week in two others and in one Re. 0-9-9 only per week. In Talcher State, apart from the two railway collieries where the food concession works out to Rs. 10 per month or Rs. 2-8-0 per week, in the case of the Joint Stock Company the value of the food concession was Re. 0-6-0 per day.

Until October 1945, in the railway collieries at Talcher, the militarised personnel were being paid special compensatory ration allowances at the rate of 25 per cent. of the basic wage and Re. 0-8-0 per day respectively. Such personnel, however, were paid a lower rate of dearness allowance.

Results of the Wage Census.—A wage census for the week ending 24th October 1945 was also conducted in Talcher and Korea States. In each of these centres two collieries were covered, one belonging to the railways and another to a Joint Stock Company. It should be stated in connection with the figures for the railway colliery at Talcher that the special allowances which were being paid till the end of October 1945 and which are reflected in the wage census figures have since been discontinued. The following summary table shows the weighted averages of wages and earinings for certain selected occupations in the Talcher State in the mines covered by the enquiry.

TABLE (59)

Table showing the wages and earnings of Coal-Mine Workers in the Talcher State

Occupations	*Sarkari* Labour: Average No. of days worked	Average daily basic Wages	Average weekly basic wages	Average daily net earnings	Average weekly net earnings	Occupations	Contract Labour: Average No. of days worked	Average daily basic wages	Average weekly basic wages	Average daily net earnings	Average weekly net earnings
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.			Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
						Underground					
I. Miners & Loaders (Gang system).	4·90	0 8 0	2 7 2	0 12 11	3 15 1						
II. Trammers	4·32	0 5 2	1 6 5	0 9 6	2 9 2	I. Miners & Loaders	5·90	0 7 0	2 9 0	0 13 7	4 15 8
III. Onsetters (Banksmen)	6·00	0 5 6	2 1 0	0 11 4	4 3 9						
IV. Bailing Coolies	4·60	0 3 5	0 15 9	0 7 6	2 2 7	II. Trammers	5·40	0 5 11	1 15 6	0 12 6	4 3 7
V. Line Coolies	5·10	0 5 6	1 12 2	0 10 1	3 3 8	III. Bailing Coolies	5·90	0 4 0	1 7 8	0 8 11	3 4 11
VI. Propping Coolies	5·69	0 7 0	2 6 4	0 11 10	4 0 8						
						Surface					
I. Trammers	4·40	0 4 6	1 3 11	0 8 8	2 6 3						
II. Banksmen	6·00	0 5 6	2 1 0	0 11 4	4 3 9						
III. Wagon Loaders	5·82	0 4 6	1 10 3	0 10 7	3 13 10						
						Underground Sarkari *Labour (monthly paid).*					
I Onsetters (Banksmen)	18·75	0 14 0	16 6 6	1 14 8	35 15 0						
II Line Coolies	23·22	0 5 4	7 11 7	1 11 11	25 15 0						
III Propping Coolies	23·25	0 8 4	12 1 9	1 7 9	34 8 5						
IV Miscellaneous Coolies	22·25	0 4 5	6 2 7	1 2 7	25 12 9						

Separate figures have been given for *Sarkari* and contract labour and also for weekly paid and monthly paid workers. So far as underground workers are concerned, a noticeable point is that in the important occupations such as miners and loaders and trammers the average attendance of contract labour is better than that of *Sarkari* labour. The average basic wages too appear to be higher in the case of contract labour in the case of miners as also trammers and bailers. The figures in the table are self-explanatory and do not need much comment.

The following table shows the weighted averages of wages and earnings in the mines covered for purposes of the wage census for *Sarkari* and contract labour underground and on the surface in Korea State:—

TABLE (60)

Table showing wages and earnings of Coalmine workers in Korea State

Occupations	*Sarkari* Labour				Occupations	Contract Labour			
	Average No. of days worked	Average daily basic wages	Average weekly basic wages	Average daily net earnings	Average weekly net earnings		Average No. of days worked	Average daily basic wages	Average weekly basic wages	Average daily net earnings	Average weekly net earnings
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.			Rs. A. p.	Rs. A. P.	Rs. A. P.	Rs. A. P.
						(Underground.)					
I. A. Miners	5·58	0 8 7	3 0 1	1 0 10	5 14 0	I. A. Miners (Single)	3·83	0 10 7	2 12 6	1 0 5	4 3 10
Coal cutting Machine Drivers.	4·80	1 7 10	7 2 6	2 1 3	10 0 0	Miners (Gang)	6·00	0 10 7	4 0 0	0 9 6	3 9 0
						B. Tub-Loaders (Single)	3·07*0	14 2*	3 4 11	0 14 2	3 4 11
Coal cutting Machine Coolies.	4·72	0 12 3	3 9 9	1 2 7	5 8 0	Tub-Loaders (Gang)	4·52	0 8 8	2 15 9	0 11 4	3 7 9
						II. Trammers	5·00	0 14 8	4 1 5	1 0 4	5 2 1
B. Tub-Loaders	5·49	0 4 0	1 5 11	0 11 9	4 0 0						
II. Trammers	4·00	0 8 0	2 0 0	0 15 3	3 13 0						
III. Line Coolies	5·14	0 8 11	2 12 3	0 13 11	4 7 10						
IV. Propping Coolies	5·57	0 9 1	3 3 2	0 14 7	5 1 4						
						Surface					
I. Line Coolies	6·00	0 6 4	2 6 0	0 14 9	5 8 4	I. Miscellaneous Coolies	5·58	0 9 2	3 3 2	0 9 7	3 5 8
II. (*a*) Miscellaneous Coolies	5·76	0 6 3	2 13 9	0 14 1	5 1 4	Miscellaneous Rejas	4·88	0 7 0	2 2 2	0 7 3	2 3 6
Miscellaneous Rejas	5·41	0 5 6	1 13 8	0 10 4	3 7 10						

* Dearness allowance is included in the basic-wages.

In Korea in contrast to what was noticed in Talcher, the attendance put in by contract labour is less than that put in by *Sarkari* labour. In some cases the contract labour wages are higher than those of *Sarkari* labour. On the surface the average basic wages of contract labour seem to be higher than those of *Sarkari* labour. Speaking generally, the average basic wage of a miner is about Re. 0-8-0 to Re. 0-10-0 and his average daily earning is about one rupee.

Housing.—In Talcher State the proportion of workers housed by the mines varies from 20 to about 50 per cent. The housing is of the arch-roofed type similar to that which is to be found in the bigger Indian coalfields. The houses are known as *dhowrahs*. They generally contain a room 10′×10′ with *pucca* brick walls and asbestos sheet roofing. Skilled workers are housed in quarters which are a little more commodious than those for unskilled workers. Two of the mines have provided common latrine arrangements near the *dhowrahs* but it is stated that these are not made use of by the workers. One of the mines has not provided any latrine accommodation near the *dhowrahs*. In all the mines common water taps are provided for the supply of drinking water. About four to five persons live in a room.

The proportion of the workers housed by the mines in Korea State is very high. Two of the big mines house all their workers while a third large unit houses over 95 per cent. of its workers. The tenements are mostly back to back. They are usually single roomed quarters 10′×10″ with a verandah 10′×5′. Generally, they are built of brick and cement walls with country tiled roofing. The material used or the construction is bamboo and mud in a few cases.

Except for one colliery, the others have not provided any latrines in the workers settlements. Common taps are supplied for the provision of drinking water. About four persons live in a single-roomed tenement and, speaking generally, the quarters are fairly well-ventilated.

Welfare Work.—One of the railway collieries at Talcher has provided a play ground for the workers but not much advantage appears to have been taken of this amenity by the employees of the company. There are no creches or canteens. All the mines, however, provide grain shops and in the railway collieries, etc. articles of daily consumption are supplied according to the schedule fixed by the Railways. The third colliery in Talcher supplies only rice, *dal* and wheat at a price which is reported to be about 40 per cent. less than the market price. The railway collieries in Talcher have made no special provision for the education of the children of its employees while the Joint Stock Company there has provided two primary schools.

Both the railway collieries in Talcher have a system of Provident Fund and gratuity for all employees employed directly by them and in receipt of a salary of Rs. 20/- and above. During the year 1944 one colliery reported that there were 156 beneficiaries for gratuity while the other stated that there were only two. One colliery stated that 89 workers were members of the Provident Fund.

Two mines in Korea have made some sort of a provision for the education of the children of the employees. There are no other welfare activities. All the mines run grain shops where articles of daily consumption such as rice, wheat, *dal*, salt, onion and potatoes are sold at cheaper rates. In Korea, two of the mines also give a *dhoti* and a *sari* free of charge every six months to employees who have put in two months' continuous service.

All the mines in Talcher have dispensaries and some have hospitals. The latter contain from two to six beds. They are in charge of qualified doctors assisted by compounders. These are, on the whole, well maintained, although lacking in modern equipment such as an X-ray apparatus, a microscope, etc. Similarly also, in Korea State fairly adequate provision exists for medical relief in as much as there are three hospitals and two dispensaries in the five mines. The largest hospital is in Chirmiri with ten beds. Two doctors assisted by a staff are in charge of the hospital. The railway colliery at Khurasia also maintains hospital with above ten beds.

It was stated in Korea by the mines covered for purposes of the present enquiry that they had not detected any cases of miners' occupational diseases such as Cellulitis, Miner's Nystagmus, etc. Detailed information obtained from four out of the five mines in regard to the incidence of different types of diseases, is, however, of interest and is presented in the tabular statement below —

TABLE (61.)

Table showing the incidence of different types of diseases in four collieries in Korea State for the years 1943, 1944 and 1945

Diseases	1943	Percentage to the total No. of cases	1944	Percentage to the total No. of cases	1945	Percentage to the total No. of cases
Malaria	6,829	20·88	6,289	16·77	6,711	17·06
Injuries	2,146	6·56	2,136	5·70	2,321	5·90
Ulcers	3,092	9·45	3,809	10·16	3,438	8·74
Skin Diseases	3,761	11·50	4,269	11·39	3,644	9·26
Eye Diseases	1,977	6·04	2,492	6·64	3,085	7·84
Pneumonia	96	0·29	72	0·19	38	0·10
Tuberculosis	2	0·01	2	0·01	9	0·02
Scabies	1,163	3·56	1,682	4·50	2,337	5·93
Others	13,641	41·71	16,736	44·64	17,767	45·15
Total	32,707	100.00	37,487	100.00	39,350	100.00

It will be seen from the above table that although nearly half of the cases are unclassified and included among 'others' the incidence of malaria is high and accounted for 17·06 per cent. of the cases in 1945. The three types of cases next in importance from the numerical point of view appear to be ulcers, eye diseases and skin diseases. The percentage of injury cases to the total was 5·90 in the year 1945. The large incidence of eye disease cases is in conformity with the observation regarding the incidence of such diseases in other colliery centres.

In the absence of any records of the cases treated in the dispensaries and hospitals in Talcher State, it is difficult to make any general observations regarding the incidence of sickness in the collieries there. One of the railway collies stated that there were two cases of hookworm in 1944 and also two cases of Cellulitis.

PART III

CHAPTER XII

Summary and Conclusions

Here we may briefly state the problems relating to labour conditions in the Indian coalfields as they have been brought to our notice by the employers' and the employees' interests and as we have seen them in the context of labour conditions prevailing generally in the country and in the coal industry abroad. India has now nearly a thousand coal mines employing about 2,50,000 workers. The industry is concentrated mainly in Bengal, Bihar and the Central Provinces. There are a few mines located in Indian States but their production is only about 11 per cent. of the total Indian production. The industry is mostly in private hands but one notable fact is that the Indian Railways which are now State undertakings, own several rich coal mines in Bokaro and Giridih and also in the Indian States of Talcher and Korea. Mechanisation has made little progress and the bulk of the coal is still hewn by manual labour. The scope of this enquiry does not permit us to enter into the technical aspects of coal production or the organization of the industry from the point of view of national welfare but enough has incidentally been said in the foregoing sections to enable the reader to obtain some idea on the subject.

An average colliery owner if asked to state what he considers to be the main labour problems would say something as follows :—

There is scarcity of labour ; the workers are agriculturists at heart and are, therefore, migratory ; they are inefficient, undisciplined and work as little as possible ; they are uneducated, have no idea of a standard of living, are improvident and given more wages would fritter them away in drink and in gambling. The employers supply free housing and fuel and the cash wages are enough for the needs of the workers' family. There are such wide fluctuations in the selling prices of coal that unless there is a guaranteed selling price, it is difficult to launch on any programmes of labour welfare.

Judging from the Report of the Labour Enquiry Commission of 1896 and the present investigation, it is clear that the main labour problems of the industry have remained more or less in the same form in which they existed fifty years ago. These are briefly dealt with below :—

There is no gainsaying that labour in the industry migrates during the agricultural seasons thereby causing considerable dislocation in production. This problem, which is as old as the industry it self, requires serious consideration. The prevailing opinion is generally in the direction that if the conditions of work, wages and living on the coalfields were made sufficiently attractive, there will be less inducement for the workers to migrate. On the other hand, from the discussion contained in previous sections it is clear that during recent years the workers have been migrating to the villages because it is economically more remunerative to do so. Obviously, therefore, if the workers find that work on the coalfields is more remunerative in character, there will be less inducement to migrate. At the same time, it must be remembered that India has still to create an industrial proletariat. Therefore, it seems that the industry has to make an earnest endeavour to go in for a system of apprenticeship and training and for a well co-ordinated system of recruitment in order to ensure that periodical dislocation of production is minimised. In this connection the recent experiment of recruiting labour through the Directorate of Unskilled Labour Supply deserves attention. It would appear that if a net work of employment exchanges is established in the potential centres of labour supply it would be possible to attain this end.

Working conditions in the different coalfields differ widely. They are probably the easiest in the Jharia coalfield, slightly more difficult in Raniganj and are extremely difficult in some mines in the Punjab and in Assam where the seam is as thin as about two to three feet. Very few mines have provided electric fans for ventilation underground and most have relied on natural ventilation by driving galleries in such a way as to allow for a free entry of air. Some of the working places which have been visited were found to be extremely difficult. On the whole, working conditions underground in coal mines seem to compare favourably with the reported conditions in countries abroad, particularly, the United Kingdom, where the seams are very thin and most of the miners are not able to cut or carry coal by standing erect. In some of the mines visited no adequate arrangements exist for bailing out water and the workers have to work bare footed in slush and mud.

While the natural working conditions are not too onerous little has been done to secure the safety or the comfort of the operative in most of the coalfields. For instance, except for a few mines in Assam where steel helmets are provided to guard the workers against roof-falls, in the other coalfields, even the supply of bamboo hats is an exception rather than the rule. Considering the number of minor accidents which take place and judging from the number of injury cases in mine hospitals and dispensaries, it is apparent that the provision and compulsory use of such hats may turn out to be a very desirable reform. Nor do the employers provide boots to the workers despite the fact that many mines are slushy and there is always a danger of the workers contacting hookworm due to lack of sanitary arrangements underground. While in regard to safety, the Mines Act makes provision and most mines generally observe the safety provisions, little more is attempted beyond what the law lays down to ensure the workers' safety. For instance, the provision in regard to first-aid leaves much to be desired. Lighting in Indian mines is generally poor and the miner's lamp still continues in most cases to be the primitive naked *kuppi* or *mujbathi*. This

is certain to have considerable adverse effect on the eyes of the miners. Electrification underground has taken place in a few cases but is neither extensive nor adequate. Mechanisation has made a certain amount of progress although the bulk of the Indian coal continues to be cut by hand. Ventilation is generally of the natural type although some of the bigger units have gone in for mechanical ventilators. The Indian Mines Act does not define a difficult working place and some of them can really be unbearable, although taken as a whole one would say that underground working conditions in Indian mines are tolerable. Sanitation both underground and on the surface is conspicuous by its absence and what is more, with the exception of a few mines in Assam and some others there exists no provision for the supply of drinking water underground. In this connection one might as well refer to the working conditions underground in the Kolar Gold Fields where the managements have done everything possible to ensure the safety and comfort of the workers by the provision of adequate lighting and ventilation, helmets and boots, underground sanitation and water supply, etc., and it would appear that while compulsion in regard to some of these may not be feasible in the near future, at least the larger and financially sounder units of the industry might as well emulate the example of the Kolar Gold Fields.

Most Indian mines are now working an eight hour day underground and the actual hours of work do not exceed about four to five and that too for about four to five days in the week. Generally, three shifts are worked. The provision of the law in regard to hours, rest intervals, etc., are not strictly followed although such evasion of the law does not necessarily result in long hours except perhaps in the case of contract labour.

A day in the week is a closed day in most mines but this differs from mine to mine even in the same area and is usually decided upon in relation to the bazaar day in the locality.

There is no system as such of granting leave with pay to ordinary operatives but the notable exceptions are the railway collieries in Giridih and Bokaro and a group of collieries in Assam. The workers, however, do take any number of unauthorised as also authorised holidays without pay.

To a worker a matter of the most vital importance is the wage he obtains for the work done. Statistics of wages are notoriously defective but those that are available seem to indicate that wages in the industry have continued to be low for a number of years and if anything have gone down since the time the Labour Commission reported except for the upward swing in the income of the worker brought about by active Governmental intervention to meet a crisis during the War. Even so, the present position is that in the principal coalfields, apart from a few concessions, the cash earning of a miner does not exceed Rs. 5 per week for about 5 days' work or about Re. 1 per day. The position in regard to unskilled workers, particularly those on the surface, is still worse, their daily cash earnings being in the neighbourhood of Re. 0-8-0 to Re. 0-10-0 only. These figures must be read in the context of the fact that the workers in coal mines get free housing and fuel but even so the cash wage would appear to be on the low side considering the nature of the work and the environment. The employers' contention is that the men can earn much more if they will put in the requisite attendance. This argument has, however, its limitations. In this connection it should be noted that on an average an English miner works for only about 5·12 days in the week, his weekly hours being 45·9 and his average weekly earnings £6-9-0*. It is obvious that the low wage level prevailing in the industry can largely be attributed to the weak bargaining capacity of the workers and the absence of any State regulation for fixing a minimum.

The information regarding the standard and cost of living is none too adequate except for Jharia. Even so, it is clear that the coal workers' standard of living throughout the country is much too low considering the strenuous character of their work. Their diet which consists mainly of cereals with only little of protective foods such as vegetables, milk, meat, ghee, etc., is, judged by any standard, extremely poor. Most of them go about in a semi-nude condition. Few are the

*New Deal for Coal by Wilson, PP. 57 and 249.

belongings in their homes and even the customary pots and pans to be found in the homes of industrial workers are conspicuous by their absence. The employers complain of the reluctance of the workers to spend on consumption goods but few are the opportunities to do so because in most fields there is not even a daily bazaar to go to. There are no cinemas or theatres or places of recreation in the vicinity and the only place where the worker seeks solace is the grog shop.

During the course of this enquiry it was impressed upon me that the workers' standard of living was low because they frittered away their earnings on drink and gambling. The figures cited in the section on standard and cost of living show that the expenditure on drink is about 10 per cent. of the family expenditure. On the basis of our present knowledge and information it is impossible to say whether for the efficient discharge of the duties or the recuperation of his spirits, alcohol in the case of a miner is a necessity. Opinion in regard to the success of the experiment of prohibition is conflicting. There is no doubt that the miners are given to drink but there is no conclusive evidence to show that drink is the main cause of their low standard of living. At the same time, this problem needs careful and sympathetic enquiry and a possible line of reform appears to be to supply good quality drink at reasonable prices in rationed quantities.

Closely allied with the question of migration and the standard of living of the miners is the problem of their educational and cultural advancement. The passage of time has brought little change in their outlook and habits. Although the *Santhal* is scrupulously clean in his village home and takes pride in it, once he migrates to the coalfields, he is no longer the same individual. At present, he and his family as also other coal workers have no other pleasures in life except an occasional visit to the grog shop or social intercourse with his fellow workers in a Fair or *Bazaar*. The employers have so far done little or nothing to improve the educational standards of this community. Nor have the Municipalities or the State taken any active or energetic measures in this direction. No doubt, the Welfare Department, recently set up by Government, will pay attention to this problem, which, in the opinion of the present writer, is of the most fundamental importance. Employers' action, as also that of a Government department, has, however, always its limitations. To bring about the desired change, it requires well-co-ordinated and inspired action by selfless persons fired with zeal and enthusiasm. That is to say, missionary spirit, in the best sense of the term, can only alter the present situation. It seems, therefore, that even when the employers and a Government department do their best, there is always room for voluntary workers and voluntary organizations which will identify themselves with the community concerned and without direct teaching, by example and precept, will instil into the minds of these workers ideas of better living, fire them with zeal for improvement of their socio-economic condition and make them discard what is bad and harmful and adopt ways of life which will lead to the amelioration of their social and economic conditions. In this connection the following words of Mr. A. D. Lindsay, the Master of Balliol are of special interest :—[1]

" It is the part of the voluntary organizations to pioneer, to start new experiments, to be an advance guard. Administration consolidates, universalizes and standardizes the ventures of faith. The organizations which had secured the abolition of the Slave Trade turned to consider the terrible conditions of the factory children of England. So a century later the women who had secured the vote turned themselves into Townwomen's Guilds. It is a great mistake to suppose that there are a definite number of things to be done to make the world we desire and that the only question is who shall do them. The way in which moral and social progress comes about shows how untrue is this notion of a definite number of desirable reforms. As a community achieves higher standards it, or rather some of its members, see new possibilities of life, new experiments which are worth trying, and realize for the first time the necessity of doing away with evils which have long been taken for granted. We may assume with confidence that the spirit which has spent itself in services now assured by the State will never decay for want of finding things worth doing. The function of discovering new things to do and initiating a new service need never come to an end.

[1]. Voluntary Social Services (Nuffield College Social Reconstruction Survey) page 298

However much we think the role of the State ought to be increased, however far away we move from the *laissez aire* State, there are some things which the State should never do, or at least never do alone." [1]

In the very early stages of the present investigation, the writer came to the definite conclusion that reform would only be possible by the selfless work of such voluntary organizations and he, therefore, canvassed opinion from all those with whom he came into contact on the various coalfields including the railway collieries on this subject. It appeared that most of those consulted were convinced of the soundness of this suggestion and accepted it. In this country, the record of work done by certain bodies for relieving disease and distress during calamities such as famines, floods, earthquakes, etc., has been one of highest praise. In this connection, particular mention must be made of the Ramkrishna Mission which, by its selfless devotion to duty and endless capacity for taking pains, irrespective of any reward, has rendered invaluable service to the community. If a body of voluntary workers like this can be persuaded to start small settlements in the principal coalfields in this country, if given the necessary encouragement and, if need be, financial help, there is little doubt that in the course of a generation, the mining community will cease to be aboriginal in its outlook and ways of life and play a worthy part in the economic life of the country.

A considerable proportion of miners in this country are housed by employers in dwellings which are known as *dhowrahs* on the principal coalfields. They no doubt compare favourably with slums which have grown or have been allowed to grow in many industrial towns and the miners enjoy the advantage of more light and air than industrial workers in congested cities. This is, however, all that can be said about the existing condition of houses in the coalfields with the possible exception of mines in Assam. The housing in the coalfields compares distinctly unfavourably with houses provided in the Kolar goldfields as also with the well-ventilated large and commodious houses owned by the miners in Khewra salt mines. On the principal coalfields of Jharia and Raniganj housing of the workers has been subject to regulation for a long time now by the different Boards of Health, but actually the housing conditions leave much to be desired and the consensus of opinion in the coalfields appeared to be that one of the important factors for ensuring a steady labour force was the improvement in housing. As stated already, the Mines Board of Health have now revised their specifications and are allowing more room for a family. The back to back tenement is also being discouraged. Many of the coal mine owners have ambitious building programmes according to the new specifications. This is a reform which appears to be urgently called for.

The present unsatisfactory housing position may, however, shortly turn out to be a matter of history because of the action which, it is understood, the Government of India through its Welfare Department proposes to take in regard to the housing of coal miners. According to this scheme, it is proposed to build up townships for miners with well laid out houses, with decent family accommodation, sanitary arrangements, facilities for medical relief, recreation, etc. Apart from making the miners as comfortable as possible and ensuring their health and of their dependants the object in view is to create among the miners interest in these townships so that they could regard them as their adopted homes and could be discouraged from getting back to their villages at frequent intervals, which, at the present moment not only causes dislocation in production but also affects the regularity of the income of the mining community. It is to be hoped that the Government of India scheme would shortly materialise and attain the objects it has in view. That the creation of such townships can produce the results anticipated, is not a mere dream is amply demonstrated by a similar effort, though not on such a large scale, which has been made on the Gold Fields at Kolar where an almost entirely immigrant labour force has, within the space of a few years, almost completely settled down.

Except for providing a few sweepers and Sanitary Inspectors on the surface, no arrangements exist for the provision of sanitary arrangements on the surface in or near the dwellings of the workers in most of the mines. This is being justi-

1. Voluntary Social Service (Nuffield College Social Reconstruction Survey) page 298

fied by the colliery owners on the ground that even if such arrangements were to be provided the workers would not use them. That there is little or no substance in this can be seen from the experiment of a group of mines in Assam which provides sanitation near the workers' homes, and it would appear that an early opportunity must be taken for providing sanitation both underground and on the surface. In this connection, a matter which is often lost sight of in many industries is that it is not enough merely to provide such sanitary arrangements but to see to it that they are adequate and are kept sufficiently clean.

The supply of drinking water is mostly inadequate on most of the coalfields and this is one of the matters which is being taken up actively by the Labour Welfare Department of the Government of India. As things are, especially in the smaller mines, the workers have to be content with drinking water from stagnant pools or from tanks which receive the water from the seams. Even where chlorinated pipe water is supplied it is insufficient in quantity and is available only during certain hours of the day. Here one may draw attention to the arrangements made for chlorinated water supply from the mine water by the management of the Anupnagar Colliery at Asansol in Raniganj.

The Chapter dealing with Health and Medical Relief will show how disease-ridden is the mining community and how inadequate are the present arrangements for medical relief. Despite recent efforts, malaria continues to take a heavy toll, especially in the coalfields in Assam and Raniganj. Scabies is another important prevailing disease which, according to well informed opinion is the result of malnutrition.

In spite of the most careful enquiries which were conducted in order to ascertain the incidence of certain diseases peculiar to work in mines, we were unable to obtain any striking or conclusive results. This may be due to either of two factors : (1) that these diseases do not prevail or (2) although they exist, owing to deficient medical examination or defective apparatus in possession of the doctors they are not detected. In regard to the latter many of the doctors admitted that it was beyond their power to discover a case of silicosis without the aid of microscopic examination. So far as hook-worm is concerned, in none of the coalfields except Assan did we come across such cases on any considerable scale although conditions underground in Indian mines seem admirably suited to the fostering of this disease in as much as no provision whatever exists for sanitary arrangements underground. In regard to skin diseases we came across a large number of cases of general cellulitis although not of cellulitis in the sense of small abrasions and wounds developing into the disease because of the grime and dirt accompanying work underground.

In spite of the defective lighting arrangements in mines only a few cases of Miner's Nystagmus were discovered and these too only in Jharia although a number of cases of eye diseases were reported from most of the centres. Medical opinion seemed to suggest that unlike Western countries, Miner's Nystagmus does not prevail to any considerable extent in Indian coalfields. One explanation of this is the better underground working conditions and another that the miner does not stay long enough underground to contact the disease. The number of cases of eye diseases including night blindness is, however, significant and it would appear that provision should exist in the coal mines for expert periodical eye examination.

It is astounding that although work in mines is avowedly most dirty, except for an infinitesimal proportion of employers, the others have made no arrangements whatever for pithead baths or for thorough cleansing and washing. This is not merely an elementary need for ordinary cleanliness and comfort but is one of the easiest to meet. In this matter relief will, however, shortly be obtained as a result of recent legislation for the construction of pithead baths.

All coal mines have dispensaries attached to them and some of the bigger units have hospitals. The standards of equipment and medical facilities very widely. Some of the mine hospitals notably, the Sanctoria Hospital in Raniganj, and the one in Assam are admirable. Taken as a whole, however, the facilities for medical relief on the coalfields remain entirely inadequate. Here again, considerable improvement can be expected in the near future in view of the plans of the Labour Welfare Department for medical relief.

Welfare work on the coalfields with the exception of Assam and a few large units in the other coalfields is conspicuous by its absence except in regard to some provision for medical relief and housing. Only a few mines provide recreational or educational or cultural facilities. A few mines have créches but none has a canteen for cooked food although some provide tea stalls or supply a free cup of tea.

In regard to provision for the future, it is seen that the Tatas, the Railway collieries and a group of mines in Assam only have made some arrangements in this matter. Thus, the bulk of the mining community remains entirely uncovered during periods of old age and disability. Apart from the fact that employers as a whole in this country have failed to recognize their responsibility in this respect such benefits are being denied to coal miners on the ground that they are migratory in character and not steady in their employment. Here it must be stated that though coal mining labour may migrate during certain seasons it cannot be regarded as being entirely floating because it is within experience that in many mines labour returns to the same mine year after year and serves it for a period of 10 or 15 years.

The enforcement of legislation in an industry like the coal industry is a matter faught with the utmost difficulty because of the long distances over which the mines are spread, the inadequacy of the Inspectorate, the ignorance of the workers and lack of organization among them, etc. Many of the provisions of the Indian Mines Act are being flagrantly violated and there is good and adequate reason to believe that neither the Workmen's Compensation Act nor the Maternity Benefit Act are being strictly observed particularly by the smaller employers. The almost total inability of the workers to enforce their rights under the existing legislation would seem to suggest that a very desirable line of reform would be that protective legislation such as workmen's compensation, maternity benefit, etc., should form part of a co-ordinated scheme of social insurance to be undertaken by Government. Such a scheme, it is understood, is to be made applicable shortly to factory workers. There is no reason why, it should not, with suitable modifications, be made applicable to the mines as well because the coal mining community needs such help as much as, if not more, than factory employees.

A comparison of labour conditions in the different centresof the industry may briefly be attempted here. There is not much to choose between the two principal coalfields of Jharia and Raniganj. In the Central Provinces, particularly in the Pench Valley, wages of skilled labour are higher and some of the employers have also done much more by way of welfare. Curiously enough, Assam stands out as the one centre where the worker is not only paid much better wages but is also very much better looked after. It is refreshing to note that unlike factory industries conditions in coal mines in the States, particularly in Talcher, are considerably in advance of those to be found in many mines in British India.

In the New India which we visualise, if there is to be full employment, all our sources of production will have to be exploited to the very best advantage. Here we may ask whether in regard to coal mining, as things are at present, this is being done. A comparison of the average raisings of coal per capita in India and in the coalfields abroad, suggest that this average is about 92 tons as compared to appreciably higher averages for England, Germany, France, and other European countries. This comparison is, however, somewhat misleading because while European coal mining is more difficult than what it is in India owing to the much lower depths reached in the coalfields there these difficulties are more than counterbalanced by the fact that while mining there is highly rationalised and mechanised, in India mechanisation is almost in its infancy. This apart, it is doubtful whether any long range policy is being pursued to conserve the coal resources of the country by adopting the most efficient and economical methods of coal production. The Government of India passed a Sand Stowing Act as long back as in the year 1939, but except in some extremely well run mines, sand stowing is seldom to be found with the result that much additional effort is to be spent in coal extraction and considerable amount of mineral continues to remain in the bowels of the earth. This is, however, a matter which is now under examination by an expert technical committee.

The New Age which has been ushered in by the termination of hostilities has created a ferment in most peoples' ideas, a ferment aiming at a new orientation of our entire outlook on labour welfare. This New Age is to be the age of social security, of a fair deal to the under dog. It is in this context that the problems of coal mining in India have to be viewed. Thus, if in Henry Wallace's admirable phrase, the present century is to be the "century of the common man", the only possible lines of progress in the near and immediate future appear to be the application of rational methods in the management and working of the mines, an allied corollary to which is a well-defined and co-ordinated policy of labour welfare. This latter cannot be achieved by allowing the present position to continue but only by the prescription and attainment of certain minimum standards of wages and welfare. So far as one can see, untramelled private enterprise which has had a free run for over a century has been tried and found wanting. The picture of labour conditions to be found in this Report is one of light and shade—more shade than light. In the larger interests of the country, therfore, the State has to play a more active and energetic role in laying down and enforcing certain minimum standards of work, wages and welfare than it has done so far.

S. R. DESHPANDE,

SIMLA,
25th April 1946.

APPENDIX I

" The Tripartite Labour Conference, at its meeting in September 1943, unanimously passed the following resolution :—

' This Tripartite Labour Conference recommends that, with a view to provide adequate materials on which to plan a policy of social security for labour, the Central Government in co-operation with the Governments of Provinces of British India, Indian States and the Chamber of Princes should immediately set up machinery to investigate questions of wages and earnings, employment and housing and social conditions generally, and that as soon as possible after receipt of the required statistics and other data, the Central Government should appoint a mixed Committee to formulate plans of social security '.

In pursuance of this resolution and in order that information may be collected bearing upon various aspects, of social security, so as to enable the Planning Committee subsequently to be set up to draw up a programme of social security for labour in India, the Governor-General-in-Council is pleased to appoint a Committee of Enquiry to be known as Labour Investigation Committee. The Committee will be composed of :—

(1) Mr. D. V. Rege, I.C.S., Chairman.
(2) Mr. S. R. Deshpande, M.B.E.
(3) Dr. Ahmad Mukhtar.
(4) Mr. B. P. Adarkar. } Members

and its terms of reference will be as follow :—

(*a*) To collect data relating *inter alia* to wages and earnings, employment, housing and social conditions of labourer and in particular of industrial labour in India, and

(*b*) to investigate and report *inter alia* on the following matters :—

(1) the risks which bring about insecurity,

(2) the needs of labour, by various classes, to meet such risks,

(3) the methods most suitable for meeting such risks, and

(4) housing and factory conditions ".

APPENDIX II

OFFICE OF THE DIRECTOR, COST OF LIVING INDEX SCHEME

GOVERNMENT OF INDIA

An enquiry into conditions of Labour in the Coal-mining Industry in India.

SURVEY OF CONDITIONS OF LABOUR IN THE COAL-MINING INDUSTRY

QUESTIONNAIRE

Name of Coal Field.
Name of Mine.
Location—District
Province/State.
Name of Proprietor or Managing Agent.
Year in which Mine was first opened.
Year in which present Management took over operations.

Please describe the mode of mining operations, whether predominantly mechanical (including electrical) or manual. Please state the number of coal cutting and drilling machines and the driving power used.

A.—EMPLOYMENT

1. State the average daily number of workers (other than clerical and Supervisory staff) employed by you *directly* in August 1939, in February 1945 and in October 1945 as follows :—

	Men	Women	Young persons between 15 & 18.	Total
(*a*) Total number of workers.				
(*b*) Number of workers on piece-rates.				
(*c*) Number of workers on time-rates.				
(*d*) Number of persons working :—				
(*i*) under-ground,				
(*ii*) on surface, and				
(*iii*) in open workings.				

2. Please state whether you employ labour directly and/or through any other agency. Please furnish details in the following statement :—

No. of persons	Men		Women		Juveniles	
	August 1939	October 1945	August 1939	October 1945	August 1939	October 1945
(*i*) Employed and paid directly.						
(*ii*) Employed and paid through contractors.						
(*iii*) Employed through contractors but paid directly.						

3. Are the workers classified as permanent and temporary ? If so, give the percentages of permanent and temporary workers during August 1939 and October 1945. Have permanent workers (other than clerical and Supervisory) any special privileges. If so, what are they ?

4. If you have statistical information regarding the length of service of your employees (other than clerical and supervisory) please give it in the following form :—

Those with service between 0 and 1 year,

those with service between 1 and 5 years,

those with service between 5 and 10 years, and

those with over 10 years' service.

5. What according to your estimate is the proportion of your labour which is permanently settled in the Coal field in which your mine is situated?

6. What are the principal classes or tribes to which your workers belong ? Please mention the areas from which the workers are chiefly drawn.

7. What are the periods of seasonal migration of workers in your mine and the estimated percentage of migration in different periods in the year when migration takes place on a large scale ?

8. Is it usual for labour from neighbouring mines to seek jobs in your mine ? If so, for what reasons ?

9. What is the most common age at which workers enter employment in your mine and at what age do they mostly retire from employment ?

10. Do you maintain service or registration cards for all or some of your workers ? If so, please send a specimen copy.

11. Is it your practice to issue a service certificate to a worker who leaves your mine ?

Recruitment

12. Please explain the system of recruitment of labour in your mine.

13. Do you employ recruiting Sirdars ? If so, what are their functions ? On what basis are they paid ? Please describe in detail the advantages and disadvantages of this system. Are you in favour of its retention ?

14. Do you employ raising contractors ? What are their functions ? Please mention whether you employ any other type of contractor for work in your mines. What are the advantages and disadvantages of the system of employing such contractors ?

15. Do you exercise any Control over contract labour ? If so, in what respects, please give details.

Absenteeism and Labour Turnover

16. Do you maintain statistics of absenteeism ? If so, please state the monthly percentage of absenteeism from January to December 1939 and January to December 1944. What in your opinion are the principal causes of absenteeism ? What are your suggestions for decreasing absenteeism ?

17. State the labour turnover in your mine for the years 1939 and 1944 in the form below :—

Average daily No. employed during the year	Total No. of workers who left during the year due to		
	Retirement	Dismissals	Voluntary exits

18. Have you any apprenticeship scheme in any of the departments of the mine ? If so please furnish details.

B.—WORKING CONDITIONS

19. (*a*) Please describe briefly the arrangements made for lighting and ventilation underground.

(*b*) Please give details regarding water supply, latrines, urinals, washing and bathing facilities, etc. provided for workers employed underground and on the surface separately. Have latrines and urinals been provided separately for men and women ? If so, please give their number.

20 Have you adopted any special measures for prevention of accidents and for protecting the worker from coal dust, heat and noxious gases, etc.

21. Are any special arrangements made for the workers to take their meals underground or on the surface for taking rest ? If so, are there separate arrangements for men and women ?

22. How many first aid posts have you underground ? Please describe in detail the procedure laid down for rendering immediate assistance in case of accidents.

23. (*a*) Have you a system of granting leave with or without pay ? If so, please give details.

(*b*) What is the weekly holiday ? Is the weekly holiday paid for ? How many holiday in the year are granted in addition to the weekly holiday ? Are these with or without pay ?

24. Are there standing orders governing the relationship between the employers and employees in your mine ? If, so, please supply a copy of the same.

25. Have you a Labour Officer ? If so, what are his functions ? If not, what machinery have you set up for recruiting labour and for enquiring into their grievances ?

26. Are you in favour of the establishment of a statutory machinery for the investigation and settlement of trade disputes ? If so, what type of machinery would you suggest ?

C.—HOURS OF WORK

27. What are the hours of work per shift or per relay in your mine ? Is the time taken for conducting the miners to the pit bottom and bringing them back to the pit head reckoned in working hours ?

28. What is your estimate of the actual hours for which the miners work on an average per day ?

29. What is the spread-over in each shift or relay ?

30. How many days in a week does the miner work on an average ?

31. Please specify the hours of work, the rest intervals and the weekly day of rest for each shift of workers.

D. WAGES AND EARNINGS

32. Please furnish a schedule of basic wage rates and allowances for important occupations in your mine. What changes have occurred in basic wage rates (of both time and piece workers) and allowances since August 1939 ? Are there differential rates of wages for men and women and for day and night shift workers in the same occupation ? If so, please give details.

33. Does contract labour receive the same rates of wages as labour directly employed by you in the same or similar occupations ? If possible please supply a comparative statement showing the rates paid by you and by the contractor for the same task in important occupations.

34. What is the rate per tub or per ton paid ? Please state the size of the tub in use. Has there been any change in the size of tubs and the rate per tub in recent years ? If so, please give details. Do the miners experience any difficulty in securing sufficient and regular supply of tubs. Are you in favour of the standardization of size of tubs in all mines ?

34. (*a*) When workers remain idle on account of a shortage of tubs, is any compensation paid to them ?

35. If you have raising contractors please state how the rate per tub or ton paid by them to coal cutters and loaders compares with the one paid by you.

36. What are the various benefits in kind paid to the workers in addition to wages? If possible, please evaluate them in terms of money for the wage period.

37. Are you in favour of weighment of the miner's production and paying the miner accordingly, as against the present tub system? If not, please give details of the difficulties of paying according to weight.

38. What arrangements exist in your mine for checking the overloading or underloading of tubs? Are miners compensated for the overload or deductions made for under load? Please give details.

39. Are pay slips showing the miner's production and the wages due, given to him in the case of piece workers? How are complaints and disputes regarding alleged underpayment dealt with?

40. Please give details of dearness and other allowances, bonuses etc., paid to workers since the outbreak of the war and state which of these is temporary and which permanent. Are any conditions attached to the payment of these allowances and bonuses?

41. Is any overtime worked in your mine? If so, how is it calculated and paid for?

42. What are the periods of wage payment for different kinds of workers? How long after the end of the wage period are wages paid? Please describe the method and manner of wage payment.

43. (*a*) Please state the various items on account of which deductions are made from wages? Are deductions made from wages on account of loading of unsatisfactory material such as stone etc? Are wages paid on a working day or on a holiday? Please state how long on an average the miner has to wait to receive his wages after arrival at the pay counter.

(*b*) Is there a Fine Fund? What was the amount outstanding to its credit at the end of the year 1944 and how is it utilised? Who is in charge of its disposal? If no separate fund is maintained please state whether fines are credited to the general revenue account of the mine.

44. In regard to Labour directly employed, are wages paid directly to them or through gangmen, Sirdars or any other agency? Are receipts or thumb impressions taken in acknowledgment of receipt of payment, from workers? Have you heard any complaints of commission being charged to workers at the time of payment? If so, please give details.

45. (a) Do you give any advances against wages? If so, how are the recoveries made? Is any interest charged?

(*b*) Is it usual for money lenders to visit the mine for the collection of debts due by the workers? Is there any machinery for redemption of debts?

46. Are you in favour of the fixation of a statutory minimum wage in your coalfield? If so, what is the minimum you would suggest for the least skilled occupation? Should there be a different minimum for men and women?

E.—HOUSING

47. Give details of housing provided with reference to :—

(*a*) proportion of workers housed,

(*b*) rentals,

(c) types of houses,

(*d*) congestion,

(*e*) sub-letting, and

(*f*) sanitation and water supply.

F.—WELFARE ACTIVITIES

48. Please give a detailed account regarding the facilities provided for medical relief, education, indoor and outdoor recreation, entertainment etc. of workers and their families.

49. Is there periodical medical examination of the worker?

50. Have you made any arrangements above or below ground for the supply of refreshments and cooked food to workers? If so, please give details.

51. Do you maintain a crèche for the benefit of your women workers? If so, give details regarding accommodation number of cradles, supply of milk, clothing, etc. to workers' children.

52. Do you run a grain shop for your workers? What are the commodities supplied and how do their prices compare with market prices?

53. Are there any co-operative credit societies for the workers? If so, please give details.

G.—PROVISIONS FOR WORKERS' FUTURE

54. Have you instituted a Provident Fund, Gratuity or pension scheme for safeguarding the future of the workers ? If so, please give full details with copies of rules, number of workers covered by the schemes, the number of beneficiaries in the year 1944, etc. If you have made no provision for the future of the workers, what form, in your opinion, should it take.

H.—TRADE UNIONS AND STRIKES

55. Have your workers formed any Trade Union ? If so, have you recognized it?

56. Is there any Works Committee or Council ? Please describe its constitution and give an account of its activities.

57. Please give details of strikes in your mine during the last five years and the results.

I.—GENERAL

58. What is the incidence of hook-worms among your workers ? Please give the number of cases of hook-worm in the year 1944. What steps, if any, have been taken to eradicate the disease ?

59. What was the incidence of Silicosis, Miners' Wystagmus, Cellulitis and other occupational diseases peculiar to mining in your mine during the year 1944 ?

60. What steps, if any, have been taken to deal with these diseases ?

61. Please give the number of accidents, cases of occupational diseases and amount of compensation paid under the Workmen's Compensation Act, in 1939 and in 1944.

62. Have you any suggestions to make for improving the Indian Mines Act with a view to protecting labour or ameliorating its condition ? If so, please give details.

63. Are you in favour of the extension of the Payment of Wages Act to coal mines ? If not please give reasons.

64. Is the drink and drug evil rampant among the miners ? If so, have you any suggestions for the eradication of the evil.

65. Have you assigned land for cultivation to miners near your mine ? If so, to what extent ? Has this led to stability of labour ?

66. Is there a Mines Act in the State. If so, are its provisions similar to those of the British Indian Act ?

67. Is there a Maternity Benefit Act in force in the State ? If so, please furnish the following details for the years 1944 and 1945 :—

No. of women employed underground & on surface	No. of claims preferred	No. of claims admitted	Amount of Maternity Benefit paid

68. Is there a workmen's compentation Act in force in your State ? If so, are its provision similar to those of the British Act ? If the Act is in force, please give the following details for the years 1944 and 1945.

No. of case of		Amount of compensation paid
Fatal Accidents	Serious injuries	

69. Is there a payment of Wages Act in force in the State ? If not, are you in favour of such legislation?

APPENDIX III

WAGE CENSUS IN COAL MINES

OCCUPATION

Open workings.....

Underground.....

Surface.....

Information relating to the wage period from.....to.....

Number of days the mine worked during the Wage Census period.....

Pit Number

Seam Number

Serial c.	Muster or Ticket No. in the Register	Piece or Time worker (P/T)	Sex (M) (F)	Number of days worked by the operative during the wage period	Basic wages earned	Overtime pay	Other allowances earned		
							Long lead or/and lit	Gallery driving	Other allowances*
1	2	3	4	5	6	7	8	9	10
					Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.

Type of Labour :— Number of: Men, Women, Young persons

Sarkari labour .. ..

Contractors' labour ..

Labour supplied by Director, Unskilled labour supply

Working hours in 1/2/3 Relay.....

Total wages earned	Dearness allowance	Bonuses		Gross earnings	Deductions		Net Earnings	Remarks
		Attendance bonus	Other bonuses†		Fines	Other‡ deductions.		
11	12	13	14	15	16	17	18	19
Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	

*Details regarding 'other allowances'.

†'Other bonuses' and 'other deductions'.

‡should be clearly specified in the remarks column.

APPENDIX IV.

Table showing the production and employment in principal coalfields in British India from 1939 to 1944

BIHAR

Year	Jharia		Bokaro		Giridih		Karanpura		Jainty & Dalltanganj		Raniganj	Bihar
	Production	Average daily No. of persons employed	Production	Average daily No. of persons employed	Production	Average daily No. of persons employed	Production	Average daily No. of persons employed	Production	Average daily No. of persons employed.	Production	Average daily No. of persons employed.
1939	Tons 10,529,159	88,283 (C)-2,308	Tons 1,983,564	12,623 (C)-243	Tons 695,879	6,371 (C)-95	Tons 566,885	4,013 (C)-75	Tons (J)-41,358 (D)-17,090	(J)-70 (D)-176 C-26	Tons 4 951,011	9,044 —267
1940	11,122,987 95,919	89,346 795	2,006,939	13,132	645,331	5,987	515,144	3,651	(J)-45,320 (D)-16,244	756 174	863,917	8,970
1941	11,752,025	97,655	2,004,373	14,068	596,359	6,018	534,175	3,493	(J)-36,710 D-15,710	643 204	859,111	8,662
1942	12,133,186	143,646	1,899,385	14,088	445,031	5,721	486,065	3,521	(J)-20,093 D-14,519	570 196	935,639	9,071
1943	10,145,830	96,648	1,583,524	11,669	479,941	6,465	444,166	3,582	(J)-25,616 -16,127	469 194	882,924	10,188
1944 (S)	10,725,991	115,256	1,541,640	16,245	561,855	10,811	466,912	4,458	(J)41,358 (D)-17,090	704 176	987,260	12,074

(S) =Annual —Reports of the Chief Inspector of Mines 1939 to 1944.
(C) =Clerical and Supervisory Staff.
(D) =Daltonganj Coal Field.
(J) =Jainty Coal Field.

	Bengal			Central Provinces		Assam		Punjab		Grand Total	
Total		Raniganj—Coalfield		Pench Valley							
Production	Average daily No. of persons employed	Production	Average daily No of persons employed	Production	Average daily No. of persons employed	Production	Average daily No. of persons employed	Production	Average daily No. of persons employed	Production	Average daily No. of persons employed
Tons		Tons		Tons		Tons		Tons		Tons	
14,784,946	121,214 —3,014	7,591,495	59,632	1,742,831	14,869	274,528	2,463	194,080	2,875	24,662,788	201,983
15,341,540	122,875	8,453,082	64,167	...	...	25,2652	2,704	195,610	2,913	26,130,778	209,173
15,818,964	130,947	7,936,803	63,930	...	...	256,180	2,723	178,968	2,907	26,008,573	218,280
15,912,918	131,958	7,638,794	59,434	1,836,522	17,350	255,296	2,325	135,755	2,337	25,949,835	215,086
13,578,128	129,215	6,688,856	59,656	1,657,019	16,951	235,411	2,539	106,406	2,322	22,447,494	213,096
14,360,677	160,720	6,789,876	66,915	1,677,786	18,575	293,898	3,038	175,067	2,864	23,487,571	255,364

APPENDIX V

Table showing figures of production of Indian coal-fields from the year 1930 to 1944

Year.	Production in Tons.
1930	23,803,048
1931	21,716,435
1932	20,153,387
1933	19,789,163
1934	22,057,447
1935	23,016,695
1936	22,610,821
1937	25,036,386
1938	28,342,906
1939	27,769,112
1940	29,388,494
1941	29,463,742
1942	29,433,853
1943	25,697,707
1944	25,967,837

APENDIX VI

Statement showing the amount of capital invested and the profits made by some selected mines during the years 1942, 1943, 1944 and 1945

Company	Managing Agents, Managing Directors or Secretaries	Paid up ordinary capital	Dividends			
			1942	1943	1944	1945
		Rs.				
1. Adjai	Andrew Yule & Co.	3,50,000	...	...	...	...
2. Amalgamated Coal-fields.	Shaw Wallace & Co.	11,75,000	20	28¾	21¼	...
3. Bansra	Kilburn & Co.	1,92,495	...	...	...	...
4. Bareboni	H. V. Lew & Co.	19,92,520	...	...	...	...
5. Bararee Coke	Jardine Skinner & Co.	12,00,000	14	14	16	...
6. Bengal	Andrew Yule & Co.	40,00,000	22	22	28	...
7. Bengal-Bhatdes	Andrew Yule & Co.	4,49,350	...	...	2½	10½
8. Bengal-Nagpur	Andrew Yule & Co.	2,25,000	15	15	26¼	...
9. Bhalgora	H. V. Hew & Co.	15,97,000	2½	2½	...	...
10. Bhulanbararee	F. W. Heilgers & Co.	7,15,000	1¼	2½	5	...
11. Bokaro-Ramgur	Anderson Wright & Co.	12,80,000	10	10	10	...
12. Borcola	H. V. Lew & Co.	4,98,500	...	...	...	...
13. Borrea	F. W. Heilgers & Co.	5,00,000	10	10	5	...
14. Burra Dhemo	Andrew Yule & Co.	2,84,375	...	...	...	...
15. Burrakur	Bird & Co.	45,46,240	2½	8½	6¼	...
16. Central Kurkend	Anderson Wright & Co.	6,00,000	5	5	8¾	...
17. Churulia	F. W. Heilgers & Co.	1,50,000	3½	6¼	3½	...
18. Deoli	Andrew Yule & Co.	4,50,000	2½	...	...	...
19. Dhemo Main	Macneil & Co.	16,00,000	1¼	...	7½	...
20. East Indian	Jardine Skinner & Co.	16,00,000	10	10	5	...
21. Equitable	Macneil & Co.	29,63,760	10	10	32½	...
22. Ghusick & Muslia	Matier & Co.	3,90,000	15½	15½	18¾	...
23. Hurriladih	Macneil & Co.	8,00,000	5	5	17½	...

Company	Managing Agents, Managing Directors or Secretaries.	Paid up ordinariy capital	Dividends. 1942	1943	1944	1945
		Rs.				
24. Jainty (Cented)	Villiers Ltd.	2,42,000	...	...	...	...
25. Kalapahari	Andrew Yule & Co.	3,50,000	6¼	10	5	...
26. Katras Jheria	Andrew Yule & Co.	5,00,000	20	22½	35	...
27. Khas Kajora	Shaw Wallace & Co.	1,38,000	2½	2½	7½	...
28. Kuardi	H. V. Lew & Co.	5,50,120	...	...	...	...
29. Lakurka	H. V. Lew & Co.	4,50,000	5	...	...	...
30. Mundulpoor	Macneil & Co.	5,65,750	5	5	5	...
31. Nazira	Shaw Wallace & Co.	7,48,240	5	2½	2½	...
32. New Bansdeopur	Amritlal Ojah & Co. Ltd.	2,00,000	20	25	22½	...
33. New Beerbhoom	Balmer Lawrie & Co.	17,76,230	7½	12½	7½	...
34. New Manbhoom	Octarries Steel & Co.	3,00,000	17½	17½	30	...
35. North Damida	Shaw Wallace & Co.	2,50,000	11¼	21¼	10	...
36. North West	Andrew Yule & Co.	2,72,500	11¼	12½	18¾	...
37. Ondal	F. W. Heilgers & Co.	2,50,000	...	...	...	...
38. Oriental Coal	K. C. Thaper Bros.	5,00,000	...	...	10	...
39. Parasea	Kilburn & Co.	8,00,000	5	...	...	...
40. Pench Valley	Shaw Wallace & Co.	7,87,000	17½	20	26¼	...
41. Raneegunge	Kilburn & Co.	12,00,000	...	5	17½	...
42. Rewa	Shaw Wallace & Co.	13,50,000	17½	16¼	17½	...
43. Samla Collieries	Jaipuria Bros. Ltd.	18,40,000	...	...	...	...
44. Satpukuria and Asansol	Martin & Co.	8,00,000	...	...	...	...
45. Searsole	Gilanders Arbuthnot & Co.	1,25,000	5	2	10	...
46. Seebpore	Andrew Yule & Co.	2,80,000	23¾	39 2/7	42 6/7	21 3/7
47. Sendra	F. W. Heilgers & Co.	8,00,000	3¾	...	2½	...
48. Singaran	Villiers Ltd.	1,37,500	...	...	...	...
49. Singareni	Best & Co.	63,21,450	2½	6	5	...
50. Standard	F. W. Heilgers & Co.	8,00,000	3¾	3¾	5	...
51. Talchar	Villiers Ltd.	10,00,000	...	5	7½	...
52. Union	Williamson Magor & Co.	3,50,000	20	20	...	...
53. West Jammia	Macneil & Co.	7,00,000	17½	15	32½	...
		5,19,43,030				

* Commerce, 3rd November 1945, page 626.

APPENDIX VII

GOVERNMENT OF INDIA

DEPARTMENT OF LABOUR

NOTIFICATION.

Dated, New Delhi, the 18th November 1944

No. L. M. P. 14/104.—In exercise of the powers conferred by Sub-rule (2) of rule 81 of the Defence of India Rules, the Central Government is pleased to make the following Order, namely

1. (1) This Order may be called the Labour Recruitment Control Order, 1944.

(2) It extends to the Whole of British India.

(3) It shall come into force on the 18th of December 1944.

2. In this Order, unless there is any thing repugnant in the subject or context,—

1) "Contractor" includes any person who supplies, or agrees to supply, labourers to another person or to Government;

(2) "Controlled district" means any of the following districts, namely :—

*"The Asansol Sub-Division (excluding Kaksa P.S.) of the Burdwan District. The Thanas of Khayrasol and Dubrajpore of the Birbhum District. The Thanas of Saltora, Mejhia, Borjora, Chantna, Indpur, Katra and Geangajalghati of the Bankura District.	In Bengal".
Manbhum Hazaribagh (†excluding Chatra Sub-Division). Santal Parganas ‡ Or any of the following areas, namely :— Area within a ten miles radius of Jhajha. Area within a ten miles radius of Simultala.	In Bihar.
Bilaspur Raipur Drug	In CentralProvinces.

(3) "Controller" means, in relation to any controlled district the District Magistrate of that district and includes any other officer authorised by the Provincial Government or the District Magistrate to perform all or any of the functions of the Controller under this Order;

(4) "Form" means a form appended to this order;

(5) "labourer" means a person working on wages not exceeding three rupees a day, but does not include a clerk, domestic servant, or mechanic;

(6) "to recruit labour" means the engagement in any controlled district of labourers fo employment on any work outside that district but does not include recruitment for enlistment in the armed forces.

3. No contractor or other employer of labour shall by himself or another recruit labour in any controlled district except under and in accordance with the terms of valid licence in Form A issued by the controller of that district.

4. There shall be payable in respect of every licence in Form A a licence fee of rupees ten.

5. Every application for a licence in Form A shall be made to the Controller in Form B giving all the particulars called for therein.

6. A Controller may in his discretion accept or reject any application for a licence :

Provided that if he rejects any such application, he shall record in writing his reasons for doing so and communicate them to the applicant.

7. A controller may in his discretion cancel or suspend any licence in Form A granted by him :

Provided that he shall record in writing his reasons for doing so and communicate them to the licensee.

8. Any person whose application for a licence has been rejected under clause 6 or whose licence has been cancelled or suspended under clause 7 may within 30 days of the date on which the Controller's order is communicated to him, appeal against that Order to such authority as may be specified by the Central Government in this behalf; and the decision of that authority on such appeal, and subject only to that decision the Controller's order shall be final.

9. Every person holding a licence in Form A shall submit to the Controller concerned a monthly return in Form C, giving all the particulars called for therein so as to reach the Controller not later than the 10th day of each month, and shall also furnish him with such further information as he may require from time to time.

D. S. JOSHI,
Dy. Secy. to the Govt. of India.

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*As amended in Notification No. LMP 3 (19) dated the 19th June 1945.

†As amended in Notification No. LMP 3 (22) dated the 18th July 1945.

‡As amended in Notification No. LMP 3 (14) dated the 19th April 1945.

FORM 'A'.

(*See* Clause 3).

LICENCE UNDER THE LABOUR RECRUITMENT CONTROL ORDER, 1944.

.....(Full name and address).....is hereby licensed to recruit labour in the.....district to the extent and for the works specified below :—

	Name of work	Number of labourers that may be recruited during the period of licence	Number of labourers that may be recruited during any calender month
1.			
2.			
3.			
4.			

This Licence shall be valid for a period of six months from the date given below; unless it is cancelled earlier by order of the Controller.

....

....

(Place and date) (Signature and designation of Controller).

FORM 'B'.

(*See* Clause 5)

APPLICATION FOR LICENCE UNDER THE LABOUR RECRUITMENT CONTROL ORDER, 1944.

1. Name of applicant
2. Father's name
3. Residence.
4. Name and location of work(s) for which labour is proposed to be recruited and number of labourers proposed to be recruited in respect of each work.
5. Terms of remuneration and employment of labourers proposed to be recruited.
6. Number and date of any previous licence held in the same district.

Signature.....

FORM 'C'

(*See* Clause 9)

RETURN FOR THE MONTH 194

UNDER THE LABOUR RECRUITMENT CONTROL ORDER 1944

1. Name in full Licensee.
2. Number and date of licence.
3. Designation of the Controller issuing the licence.
4. Number of labourers recruited during the month under the licence.
5. Work or Works and their location for which labour was engaged showing separate particulars.
6. Terms of remuneration and employment of such labour.

GOVERNMENT OF INDIA

DEPARTMENT OF LABOUR.

LABOUR RECRUITMENT CONTROL—MEMORANDUM NO. 1

No. L.M.P.—14/103.

Dated, New Delhi, the 18th November 1944

OBJECT, SCOPE AND APPLICATION OF THE LABOUR RECRUITMENT CONTROL ORDER, 1944.

1. *Object.*—The ultimate object of the Order is to achieve full manpower control in respect of unskilled labour. Its present application, however, is limited to a few districts in Bengal, Bihar, and the Central Provinces and Berar, the immediate object being so to regulate recruitment of unskilled labour in these areas as to ensure that there is ample supply of labour for collieries.

2. The labour Recruitment Control Order is statutory and supplemental to the executive directions issued in respect of Government of India works in Labour Department Office Memorandum No. L. M. P.-19/1, dated the 16th June 1944, and its annexures (copies herewith).

3. As a result of those executive instructions Government of India works within the areas are not permited to draw from such areas any fresh supplies of labour and must gradually discharge all such labour already employed as soon as replacements become available. They must therefore place demands for fresh supplies of labour on Labour Supply Depots and on receiving such Labour discharge equal numbers of controlled area labour, and it is unnecessary to apply the Statutory Order to them.

4. Up till now there has been no means of preventing controlled area labour discharged from Government of India works from drifting or being recruited for Government or other works outside the controlled areas. The Labour Recruitment Control Order regulates the recruitment of labour from the "controlled districts" for works outside such areas while the executive instructions prevent its employment on Government work within the controlled areas.

5. The areas covered by the Labour Recruitment Control Order are slightly different from those of the executive instructions, dated 16th June 1944, referred to above as indicated in the following paragraph.

6. *Scope—Area covered.*—The "controlled areas" to which the Orders of 16th June 1944 apply are at present the following districts, namely :—

Bankura	In Bengal.
Birbhum	
Burdwan.	
Manbhum	In Bihar.
Hazaribagh	
Santal Parganas	
Bilaspur	In the Central Provinces and Berar.

The instructions of 16th June 1944 do not extend to Raipur and Drug districts in Central Provinces and as regards Santhal Parganas only the Jamtara sub-division is covered.

7. *Employers or Contractors affected.*—All works or employments *within* the controlled districts are exempted from taking out licences. For works *outside* the controlled districts employers and contractors must possess licences to be able to recruit labour within a controlled district for works outside that district.

8. *Instructions to Controllers.*—Controllers are asked to observe the following instructions in respect of the grant of licenses :—

(1) *Collieries.*—Applicants will have to produce a certificate from the Regional Coal Controller recommending the grant of licence. On production of such certificates licenses should be issued freely and without any enquiry. Colliery needs of labour are considered paramount.

Note.—The effect of the Order and these instructions is that a colliery does not require a licence to recruit labour within the district in which it is situtated, but for labour from another "controlled" district a licence will be required.

(2) *Government of India works.*—The executive directions of 16th June 1944 continue to apply in the areas mention ed in those orders and no recruitment is permitted within those districts.

Outside the controlled areas.—No licenses should be issued by Controllers for recruiting labour in any of the controlled districts specified in the Labour Recruitment Control Order for employment on Central Government works outside the controlled districts unless specified directions to the contrary are recieved in individual cases from the Government of India. Government of India works desiring such special permission should apply through their administrative department, to the Government of India in the Labour Department.

(3) *Provincial Government Works.*—These will be governed by orders to be issued by the Provincial Government concerned.

(4) *Tea Industry.*—Limited licences should be issued as indicated in Labour Recruitment Control Memorandum No. 2.

5. *Others.*—Licences should be issued for recruitment of labour only in respect of such "essential" works as were as a rule drawing on the labour supplies in the controlled district, before the war, and even in such cases the numbers to be recruited should be restricted to the maximum extent possible.

The need for ensuring sufficient supply of colliery labour within the controlled districts *as a whole* is paramount,. Subject to this need the Controller may issue licences for recruitment to essential works other than collieries outside the district. For some time it will not be possible to decide precisely on the amount of labour which may be safely allowed to be recruited. The position should, however, be continually reviewed by the Controllers and the Provincial Labour Supply Committees.

In cases of doubt and if the Controller considers it necessary, he may issue a provisional licence pending reference to the Chairman, Provincial Labour Supply Committee/Director, Unskilled Labour Supply.

9. A person desiring to recruit in more than one "controlled district" will have to obtain a separate licence for each district.

10. In Form "A" (licence form) the number of labourers to be recruited in each calendar month has to be shown in the last column. The intention is to provide for some spread-over of the recruitment. The monthly limit for recruitment should be laid down at a little over the *average* monthly recruitment in respect of the particular licence. For instance, taking a licence to be valid for six months (as usual), the monthly recruitment may be one-fifth, or if suitable one-fourth, of the total. If the applicant desires and it is possible to provide for recruitment at varying rates during the months of validity of the licence, this may be provided for in the licence. If it is considered more suitable to prescribe overall limits for all the works taken together, this may be done by bracketing against the works concerned and laying down a total limit for the calendar month in respect of such works.

11. The Central Government may issue from time to time instructions for the stoppage of issue of new licences or of recruitment under existing licences, in respect of particular works or particular licences or particular classes of labour. The "Controller" will on receipt of such instructions stop the issue of licences or amend, suspend or cancel existing licences as the case may be.

12. Every "Controller" will submit monthly returns to the Central Government and the Provincial Government concerned in the attached form (Form X).

D. S. JOSHI,
Deputy Secretary to the Govt. of India.

FORM X

(*Vide* paragraph 12.)

MONTHLY RETURN FROM THE CONTROLLER.

1. Month and year.
2. No. of applications for licences.
3. No. of licences granted.
4. No. of applications in which licence was refused.
5. No. of licences cancelled.
6. Total No. of labour licenced for recruitment
7. Particulars of works in respect of which licence was issued, showing number of workers permitted to be recruited for each.
8. Any special remarks.

Signature.....

Designation.....

GOVERNMENT OF INDIA

DEPARTMENT OF LABOUR

No. LMP-19(1).

New Delhi, the 16th June 1944.

OFFICE MEMORANDUM

The Government of India, have decided that all possible steps should be taken as quickly as possible to prevent the employment of colliery labour and labour drawn from villages in which collieries ordinarily recruit, on Government works.

2. As a first step towards the attainment of this end the attached order has been approved. The Labour Department consider that in order to give effect to the prohibition in paragraph 3 Departments concerned should issue orders to their officers to the following effect :—

"(1) Officers in charge of controlled works will wherever possible amend the terms of their contracts with contractors regarding the prohibition of the employment of colliery labour to include a prohibition of the employment of controlled area labour.

(2) Officers in charge of controlled works will enforce, strictly against contractors the prohibition in their contracts regarding employment of colliery and conrrolled area labour.

(3) Officers in charge of controlled works which are being dealt with departmently will be liable to disciplinary action in the event of breach of the prohibition."

and the Labour Department request that instructions to this effect may be issued.

3. Labour Department further request that instructions may be issued to all officers in charge of works to discharge as rapidly as possible or becoming surplus or on replacement all colliery labour and controlled area labour employed on any controlled work and to give the Director of Unskilled Labour Supply the earliest possible information of impending discharges.

H. C. PRIOR,

Secretary to the Government of India.

To

The War and Railway Departments.

Copy forwarded to :—(1) Chief Inspector of Mines, Dhanbad ; (2) Chairman, Provincial Labour Supply Committee (Bengal) ; (3) Chairman, Provincial Labour Supply Committee (Bihar); (4) Supply Department; (5) All other Departments of the Government of India; (6) Chief Engineer, Central Public Works Department.

ORDER

Employment of Colliery or Controlled area Labour on Government Works in and around Coalfield Areas.

Note.—(1) These instructions are preliminary and should be acted upon immediately. They will be replaced later by more comprehensive instructions.

(2) These Instructions do not apply to recruitment for, or labour enlisted in units of the Army.

1. *Definitions.*—(*a*) "Controlled area" means—

Bihar.—Districts of Manbhum, Hazaribagh, Jamtara Sub-Division of Santal Parganas.

Bengal.—Districte of Bankura, Birbhum, Burdwan.

C. P.—District of Bilaspur

NOTE.—This area may at any time be enlarged.

(*b*) "Controlled work" means any work in a controlled area undertaken by or on behalf of the Government of India or any Company managed Railway, whether such work is carried out departmentaly, through contractors, or otherwise.

(*c*) "Colliery labour" means labour which has been employed in or about a coal mine at any time after 1st January 1942.

(d) "Controlled area labour" means a person working on wages not exceeding three rupees a day offering himself for employment or recruited within a controlled area either directly or through contractors but the term will not include a clerk domestic servant or mechanic.

(*e*) "Imported labour" is labour other than controlled area labour imported to a work either direct or through a contractor.

(*f*) "Depot labour" is imported labour obtained from any Labour Supply Depot set up by the Department of Labour.

2. *Works to which the instructions apply.*--These instructions will apply to all controlled works.

3. *Prohibition of further recruitment of colliery and controlled area labour.*—The employment on any controlled work of controlled area labour (other than actual personnel employed on that work on the date on which these orders are received) is prohibited.

4. *Discharge of colliery or controlled area labour.* —Colliery and controlled area labour at resent employed on controlled works must be discharged as soon as possible.

(*a*) It becomes surplus to requirements, or

(*b*) It can be replaced by imported or depot labour.

NOTE.—(1) Where discharges are made in accordance with the above order, such discharges should first be made of any labour known to be colliery labour and thereafter of controlled area labour.

(2) In order to enable the Chief Inspect or of Mines to plan the employment of labour so discharged advance information of impending discharge should be given to him wherever possible and he sould invariably be informed of any discharges actually made, immediately on such charges.

"5. *Statistics.*—In order to enable the Government of India to have full information about the discharges of colliery or controlled area labour and to plan the supply of depot labour to controlled works, the Officer-in-Charge of each such work shall send a report in the accompanying form on the 5th of each month to the Labour Department, with a copy to the Director of Unskilled Labour Supply, and to the administrative department or G.H.Q. Branch concerned.

The Chief Inspector of Mines and the Department or G.H.Q. Branch concerned will forward to Labour Department on the 20th of each month their comments, if any, on the returns and in particular on the additional labour requirements."

MONTHLY RETURN OF LABOUR RECRUITMENT AND REQUIREMENT ON "CONTROLLED" WORKS IN "CONTROLLED AREAS" FOR THE MONTH OF 194 .

(*To be sent on the 5th of each month to the Government of India in the Department of Labour; copy to Director of Unskilled Labour Supply, and to the administrative Department concerned with the work.*)

Name of work — Department or G.H.Q. Branch for which work is carried out

Place

PART I

	Controlled Area Labour.			Depot Labour	Imported Labour			
	Number employed on the 1st day of the month.	Discharges during the month	Number employed on the last day of the month.	Number employed on the last day of the month.	Number employed on the last day of the month.	Total labour employed on the last day of the month (total of columns 3,4,5).	Additional Labour required during the current month (i.e. themonth subsequent to the month under report).	Probable (approximate) Nos. required during succeeding five months. The requirements should be shown separately in respect of each month.
	1	2	3	4	5	6	7	8
Departmental Labour.								
Contractor Labour.								

NOTE:—For definition please see overleaf.

PART II

(*a*) of the number shown as discharged in column 2 Part I how many were in your opinion colliery labour ?

(*b*) Reference additional labour requirements in columns 7 and 8.

(*i*) Have indents for additional requirements been placed ?

(*ii*) If so, on whom, when and for how many workers ?

(*iii*) Please state if any other arrangements have been or are being made to meet requirements ?

Signature
Designation

Date

PLEASE NOTE THAT THIS FORM IS *NOT* AN INDENT FOR LABOUR AND INDENTS MUST BE SENT SEPARATELY IN ACCORDANCE WITH THE ORDERS ISSUED IN DEPARTMENT OF LABOUR MEMORANDUM NO. L. R. 94, DATED 24TH APRIL 1944, AND IN MEMORANDUM* NO. L.M.P. 2/796, dated 15TH SEPTEMBER 1944.

NOTE.—Definitions :—

"Colliery Labour" means labour which has been employed in or about a coal mine at any time since January 1942.

"Controlled Area Labour" means any Labour (whether colliery labour or otherwise) offering itself for employment or recruited within a controlled area either directly or through contractors.

"Depot Labour" is imported labour obtained from any Labour Supply Depot set up by the Department of Labour.

"Imported Labour" is labour other than controlled area labour imported to a work either direct or through a contractor.

*As amended in this Departmnet O.M. No. L.M.P. 19/293, dated 12th January 1945.

GOVERNMENT OF INDIA

DEPARTMENT OF LABOUR

No. L. M. P.-14/105.

NOTIFICATION

Dated New Delhi, the 18th November 1944

In exercise of the powers conferred by clause 8 of the Labour Recruitment Control Order 1944, the Central Government is pleased to specify the Director of Unsikilled Labour Supply Calcutta, as the authority for the purposes of the said clause.

D. S. JOSHI,
Deputy Secretary to the Govt. of India.

DEPARTMENT OF LABOUR.

NOTIFICATION.

New Delhi, the 25th October, 1945

No. LMP3 (26).—In exercise of the powers conferred by sub-rule 2 of rule 81 of the Defence of India Rules, the Central Government is pleased to cancel, with effect from the 15th November 1945, the Labour Recruitment Control Order, 1944, and all orders issued thereunder.

M. T. RAJU,
Deputy Secretary

APPENDIX VIII

PERSONNEL OFFICERS IN COLLIERIES.

The Indian Mining Association some years ago adopted the policy of appointing personnel Officers to deal with all Colliery labour matters, especially with those of welfare. They have appointed two Officers, one for the Jharia field and other for the Raniganj field. They have been designated "Senior Personnel Officers" and one of their main functions is to supervise and co-ordinate the work of the Personnel Officers of individual collieries. The duties of the latter are detailed below. It is true that there are still a number of collieries which have not yet got Personnel Officers of their own, but the reason is that suitable men with colliery experience for this job have not yet been found. It is the duty of the Senior Personnel Officer of the Indian Mining Association to assist particularly in matters of industrial relations and welfare those collieries which have not yet been able to appoint Personnel Officers of their own.

The Indian Mining Association have always striven to secure a stable and contented labour force and this is the main objective of their labour policy.

As you are aware the Labour Department issued a recommendation that every colliery raising more than 100,000 tons of coal in a year should have a Personnel Officer of their own. They also issued a memorandum on the duties of a Personnel Officer, copy of which is attached for your ready reference.

The Association has enlarged on this and I give below their mandate to Personnel Officers. An illustrated brochure which it is intended should be widely circulated to Colliery Personnel Officers to make them more conscious of their duties is in course of preparation.

DUTIES OF PERSONNEL OFFICERS

1. *Employment.*—Personnel Officers should be in touch with the selection of labour with a view to securing and retaining the services of workers who will stay on the colliery. They should watch the turn round of labour and as far as possible follow up workers in their villages. They have also to interview absentees and irregular timekeepers to make them mend their ways. They will have to maintain employment cards when it becomes possible to introduce this system.

2. *Intorduction to workers.*—One of the most important duties of Personnel Officers is to make workers understand their wages and concessions, as also the amenities, the safety regulations and the arrangement of shifts. They have also to see that workers actually get their concessions and privileges and to deal promptly with all complaints relating to them.

3. *Records and Statistics.*—Personnel Officers have to prepare and maintain statistics of absenteeism, attendance, sickness, output and earnings and other similar figures that may be required.

4. *Public Relations.*—Visitors to the collieries, official and non-official have to be taken round and shown the dhowrahs, hospitals and other welfare institutions on the collieries.

5. *General welfare both inside and outside the mine.*—This includes supervision of Canteen maintenance of cleanliness and sanitation in the dhowrahs, supply of good drinking water supervision of labour schools and clubs, etc.

In order to be able to do this and other duties properly and efficiently, Personnel Officer have to acquire a knowledge of the nature of colliery work and be familiar with the different legislations affecting miners, *e.g.*, Mines Act, Workmens' Compensation Act, Maternity Benefit Act, etc.

Extract from the Memorandum of the Government of India on Personnel Officers.

The Duties of Personnel Officers

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1. *General.*—The appointment of Personnel Officers in industrial concern in this country (as in all other countries) is of value both to the firm and to the employees and is becoming to be regarded as essential to progress.

(*a*) *From the point of view of the firm.*—

(*i*) The efficiency of an undertaking depends largely on the sum of the contributions made by the individual workers.

(*ii*) A worker will only give his best if he is happy in his work. Provide workpeople with a good environment, an equitable and humane regime industry ; and they will respond in a generous co-operative manner.

(*iii*) Maximum production depends on voluntary and enlightened co-operation between the firm and the worker.

(*b*) *From the point of view of labour.*—In India today the work is becoming industrially self conscious. There is therefore a need for Personnel Officers who will, broadly speaking, interpret the policy of the firm to the worker and in turn conver to the firm the requirements of the worker. Such Officers if they are to achieve results must have a definite status—they are responsible to the management for the efficient operation of labour, for its security, its health, and its welfare, and they cannot carry out their duties efficiently unless they are trusted both by the management and labour, and are in constant touch directly both with the management and with labour.

2. *The duties of the Personnel Officers.*-In a highly organised business undertaking the Personnel Officer is only one of a large staff concerned with personnel management. A personnel department" may consist of any or all of the following organisations :—

1. Labour Department
2. Welfare Department
3. Canteen Department
4. Psychological Department
5. Medical & First Aid Department
6. Safety organisation
7. Staff Appointments
8. Federation and trade associations

Such a large organisation is not at present contemplated in collieries and it is only mentioned as giving some indication of the possible lines of expansion. The following are suggested duties which might be entrusted to one Personnel Officer and a small staff in a fairly large colliery raising over 100,000 tons a year. They may be grouped into five main heads :—

I. Labour Supply

II. Maintenance of employee records

III. Medical and First Aid Liaison

IV. Labour relations

V. Service to employees.

I. *Labour Supply*—

A. *Employment*—

(*a*) *New Employees.*—Selection, confirmation of engagement.

NOTE.—The object should be to try to secure, and retain, the services of workers who will stay on the colliery. Too much responsibility in this regard has in the past been left to contractors.

(*b*) *Introduction to workers.*-Firms policy towards employees, amenities, safety regulations; arrangements as to shifts—description of arrangements for production bonuses, provident fund etc.

(*c*) *Output.*—Careful examination of output figures—bringing home to miners advantages of consistent work.

(*d*) *Absenteeism.*—Interviews with absentees and irregular time keepers.

(*e*) *Labour turnover.*—Periodic analysis to establish effiicency of labour selection.

(*f*) *Earnings.*—Investigation as to prevailing and changing rates.

(*g*) *Government authorities.*—Mines Department, Health Officers, Education Officers etc.

NOTE.—To carry out the above duties efficiently the Personnel Officer requires to be versed in sources of labour supply, rates of wages, piece rates, etc. the law as affecting employment, the Mines Act, the Workmen's Compensation Act, Trade Disputes Act, etc.

B. *Training.*—Initiation of schemes for training of personnel, discussion of such schemes with management.

II. *Maintenance of employees records.*—

(*a*) *Records of individual employees.*—How recruited, periods of employment, efficiency.

(*b*) *Statistics.*—Absentees, labour turnover.

III. *Medical and first aid liaison.*—

(*a*) Accidents

(*b*) Health.

IV. *Labour relations.*—Contacts with individual representative bodies, trade unions, etc.

V. *Service to employees.*—

(*a*) Personal problems

(*b*) Pension or saving schemes

(*c*) *Working conditions.*—Supervision of cleanliness, ventilation, drinking water, etc.

(*d*) General welfare both inside and outside the mine.

3. The Personnel Officer is not merely an officer who will convey the grievances of the workers to the management. This indeed is not his real function. His primary function is to get to know his labour, understand their difficulties advise and help them and thus minimise grievances to the Management. His efforts will increase the co-operation of labour and consequently increase the efficiency of the firm.

APPENDIX IX

Memorandum on Miner's Nystagmus submitted by Dr. V. K. Chitinis, D.O. (Oxon & Bom.), M.B B.S., F.C.P.S., R.I.N.V.R.

Definition.—Miner's Nystagmus is an occupational disease of the nervous system which is confined to workers in coal mines (Llewellyn).

Incidence.—Occupational analysis in a series of 212 cases investigated by W. J. Roche (1931) yielded the following result :

Collieries	141
Hauliers	21
Timbermen	17
Repairers	14
Labourers	5
Officials	3
Collier's Helpers	3
Others	8

Examination of large numbers of workmen has shown that 25 per cent. of all men employed underground have signs of miner's Nystagmus and this reservoir of latent cases must always be borne in mind. (Llewellyn 1925)

A committee appointed by the Medical Research Council investigated the disease and issued a report in 1922, and a second report in 1923, many of the improvements therein suggested have since been carried out in many collieries yet the incidence is very high.

The committee unanimously agreed that "the essential factor with production of miners' Nystagmus is defecient illumination, other factors, such as position during work, accidents, alcoholism, infection, malnutrition, hereditary predisposition and errors of refraction are of secondary importance, while depth of workings, thickness of seams and the ordinary gaseous impurities in mine air have no direct influence on the disease."

The disease is of gradual onset and the average duration of under ground life before failure is 26 years. Over 81 per cent, of the cases come from men working at the coal face and it is important to realize that the coal face worker is a highly skilled labourer who aims the blow he strikes with his pick. The more pick work the collier has to do the more likely he is to develop Nystagmus.

The disease may be classified into 4 types :—

1. Latent
2. Subacute
3. Acute
4. Neurasthenic stage

1. *Latent.*—Patient does not know he has the disease ; complains of photophobia, oscillations may or may not be present ; he is worse some days than others ; as a rule on his bad days—oscillations are present, particularly at the end of the shift, also headache ; rarely reads at night on account of eyestrain ; the lights of his fellow workers are a source of annoyance, particularly underground when he is going to his work and returning to the cage ; his vision is bad and he is often giddy in twilight and at night, and he takes a longer period to 'get his sight' underground.

These latent cases invariably continue their occupation unless the worker is made aware of the onset of the disease, when he becomes introspective, his subjective symptoms multiply and becomes hypochondraical.

The Collier's doctor must remember that 25 per cent. of colliers have nystagmus and he is doing his patient an injustice if he informs him of the presence of nystagmus, unless he is of opinion that he is incapacitated, because if the man is introspective it is only a matter of time until his brooding may result in incapacity.

2. *Subacute type.*—Headaches frontal and occipital, dazzling of lights after working in an awkward position ; particularly towards the end of the shift, he may notice neighbouring lamps irritating and 'going around'; giddiness ; he does not see the coal face so well ; his sight is bad twilight and he feels giddy for a few hours after work. The commonest signs found were oscillations, photophobia, giddiness on bending, difficulty in fixing and reading 6/18 of a Snellens chart at six metres whereas before the shift he could read 6/9 without much difficulty.

As a rule a subacute case is able to continue his undergound work ; in many cases he realises he has nystagmus but he continues working because he can earn a better wage than if he were on compensation.

3. *A cute Type.*—All or some of the signs mentioned above are present, but more marked.

As a rule they walk with head slightly bent backwards, cap pulled down over forehead, and upper lid lowered ; this attitude is to avoid light and annoyance of moving objects. The gait is below with legs slightly wide apart. In the twilight it is common to see them walk unsteadily and knock against stationery objects ; at night when motor car lights approach them on the road they stand or sometimes lean against the wall and look away until the lights have passed, because giddiness, temporary blindness, photophobia and headache, are provoked ; some men never come out at night unless they are led by a friend.

Bending to lace the boots provokes giddiness, headaches, pains in the eyes and movements of surrounding objects, the symptom.causing the greatest discomfort being giddiness.

Signs on Examination.—Photophobia is present particularly on exposure to artificial focal illumination associated with lid spasmer spmas of the elevator muscles or both.

Oscillations of the eyeballs always present in some cases provoked on bending-slow oscillations at the rate of 100 per minute being most obvious to the naked eye. If they are fast and fine 250 to 350 per minute, they may be invisible to the naked eye.

Oscillations although described as of rotatory type are more pendulum-like. They describe a little more than semi-circle, occasionally oscillations are horizontal or oblique.

If the patient bends up and down rapidly until giddiness is provoked, the oscillations will ncrease in frequency and amplitude. The signs and symptoms of the disease are more marked on some days than on others.

4. *Neurasthenic stage.*—The patient in addition to having signs of the disease has various neurathesnic symptoms. This is the type of case which may remain on compensation for ever If he had been given suitable surface work, he would possibly have never become neurasthenic; he would gradually have regained his self-confidence.

Significance of Oscillations.—Some men have very fast and marked oscillations, yet they never have a sensation of objects around them moving others with similar type of oscillations or even slower see objects moving. In particular they complain of the lamps of their fellow workers going around them "like a ball of fire". Those who complain of objects moving always have *vertigo.*

Extent of incapacity cannot be decided by the frequency or amplitude of the oscillations.

The most incapacitating symptom and one which accounts for 80 per cent. of all incapacitated cases is "vertigo" (giddiness).

Nature of Nystagmus.—Miners' Nystagmus is said to resemble closely the congenital form so far as movements are concerned. Instead of being continuous the oscillations are proxysmal.

Labyrinthine, central and congenital nystagmus have this in common, that they occur when there is some interference with the normal reflex fixation. The result and type of nystagmus depends upon the point at which interference takes place. If ocular. that is, if there is interference with the formation of a clear image at both maculae, the nystagmus is of the oscillatory congenital type. Lesions further back cause a widely differing type of movements. The oscillations of eyeballs in miners' nystagmus are probably due to some disorder of bilateral fixation, occurring in all probability in the eyes themselves.

It may be pointed out here that is the higher acuity obtained at the Fovea which is mainly responsible for fixation ; with dark adaptation, however, the acuity at the Fovea becomes less than that of the rest of the retina which is uniform all over. It is easy to satisfy oneself with regard to this point by looking at a star of low intensity on a dark night. It is seen much more distinctly if the line of vision is directed to one side of it, so as to bring its image on some part of the retina away from the Fovea instead of directly on this sport.

Owing, then, to the absence of a spot of hyperacute vision, fixation becomes difficult the eyes are loosed from the control of central vision, and wandering movements easily arise.

Illumination.—The miners' Nystagmus committee hold the essential factor in the production of the disease to be defecient illumination present in coal mines. The illumination is defecient for the following reasons:—

(*a*) The low candle power of the lamp used, even the modern electric lamp averages less than one candle power through the shift.

(*b*) The distance of this lamp has to be placed from the working area from fear of damage by the pick.

(*c*) The shadows thrown by the pillars and the bonnet of the lamp limit the area of illumination.

(*d*) The absorption by the coal and coal dust covered surfaces of 90 per cent. of the incident-light. It is the stimulation by the *reflected* light which produces vision.

The illumination is unsatisfactory from lack of contrast and absence of diffused light.

The lamp is relatively bright and unshaded and owing to the low height of the working places is often placed in the same level as and shines into the workmen's eyes.

F. W. Sharpley (1936) suggests that a brightness of at least 0·01 candle per square foot is necessary to allow the macula to function properly. Macular Fixation, however, may be maintained by something less. The reflection factor of the coal face is very low, and varies somewhat with the type of coal. It has been at figures varying from 3 to 16 per cent. Sharpley, taking 8 per cent. as an average value and applying the figure of 0·01 candles per square foot to this, arrives at a necessary illumination of 0·4 foot candles.

Barbor, Emmett and Jones (1933) measured the illumination on the coal face of a large number of lamps of all kinds, and the figures are startling. At a distance of four feet from the centre point opposite lamp, the modern type electric lamps gave an average illumination figure of 0.034 foot candles, and the old type oil lamps, 0.005 foot candles. In all cases the drop from the begining to the end of a eight hour shift is very considerable, even with the most modern electric hand or cap lamps. From this it follows that in the case of hand lamps, a candle power of even eight or ten is necessary to maintain macular fixation, a figure which is far above the standard obtaining in any of the European countries today. Upto the present, therefore, the failure of improved lighting to reduce the incidence of miners' nystagmus is not only not surprising but is a foregone conclusion and does not in any way dispose of the light theory. (W. Fergusson 1943).

Average amount of light falling on the coal face varies from 0.02 to 0.2 of a foot candle. 90 per cent of this light is absorbed by the coal and the amount of light entering the eye will be between 1/50 and 1/500 of a foot candle. An illumination of 4 foot candles is considered necessary for seamstresses working on black velvet.

Although the principle cause of the disease is defective illumination, since the introduction of electric lamps, the disease has increased considerably.

Roche expresses the opinion that the increase is not directly due to the introduction of the electric lamps, but to the fact that the men who have become incapacitated were men who were suffering from latent nystagmus whilst using oil lamps, when they changed over to electric lamps, the irritation of the brighter light aggravated the disease. An electric lamp particularly with plain glass, is a more irritating light than an oil lamp. Tinted and frosted glasses have little effect on the incidence of the disease, but the glare is less than with plain glass, and as a result men can continue work even when the signs and symptoms of the disease are marked.

Frosted prismatic glass lamp reduces illumination by about 10 per cent.; this is compensated for by the fact that there is not a noticeable pillar shadow, and the light is softer. Most miners-lamps have four or five steel protection pillars; with plain glass lamps marked shadows of the pillars are present.

Lamps.—The one candle power lamp rarely produces 1 C. P. It is more often 0·75 to 0·9 its endon illumination may only be 0.50 C. P.; shadow of the pillars further reduces illumination Alternatives to 1 C. P. lamp are the cap lamp and 4 C. P. alkali lamp. The cap lamp is the ideal from of illumination; its advantages are: It developes as much as 6 C. P.; the worker directs the light on the portion of the coal face on which he is working his lamp is never an annoyance to him from a glare point of view, as he cannot see it, glare does not occur going to or coming from work, if the other men carry their lamps as directed; and the same amount of dark-adaptation is not required as the man uses macular and perimacular vision.

Its objections are: until a man becomes accustomed to wearing a cap lamp, it is uncomfortable and often causes headache, as a result, he has to alter its position on his head and it is continually shifting and the men object to the weight of the accumulator around their waistes. The accumulator is often in their way when the position of the body is altered; these annoyances are worse in narrow seams.

4 C. P. alkali lamp.—Its advantages:—

(*i*) The glass is forsted and prismatic. As a result of prismatic glass, to the naked eye there are no pillar shadows; in reality there is a slight reduction of light in the pillar area.

(*ii*) Frosting and prisms produce obliquity and diffusion of rays; the glare is not more than that with a 1 C. P. plane glass electric lamp.

(*iii*) Good illumination on the coal seam even as high as 12 ft. as a result of much larger glass area ; higher C. P.; bigger bulb and longer kinked filament ; and a headplate 1/5 less than the head plate of the average 1 C. P. lamp, giving more vertical illumination.

(*iv*) Good illumination ; the Collier has not to move the lamp.

(*v*) Eye becomes dark-adapted more quickly because partial dark adapted more quickly because partial dark-adaptation only is necessary. After 8½ hours there is only a reduction of 0.25 C. P.; in the case of 1 C. P. lamp the illumination after the same period is about 0.5 C. P., *i.e.*, the illumination is reduced by nearly half.

The accuracy of aim with 4 C. P. lamp is better because of better illumination.

In Roche's opinion the primary cause of nystagmus is defecient illumination and the principal secondary cause is malposition at work. He is further of opinion that men working with oil lamps work altogether with peripheral vision unless the lamp is very near the coal face which is mostly not practical. With 1 C. P. electric lamp, at the beginning of the shift, perimacular vision is probably used, whereas towards the end of the shift when light is bad, peripheral vision is used.

With 4 C. P. alkali lamp, when the lamp is at a reasonable distance from the coal face, macular vision alone is used throughout the shift as the candle power is nearly as good at the end of the shift as it was at the beginning. Macular vision is also used with good cap lamps.

Haldane says that the illumination required to prevent nystagmus is such as will permit of lasting foveal vision and therefore of fixation of the eyes on the objects seen.

Personal Factors.—The factor which determines the onset of incapacity in many cases is the mental make-up of the individual. Many men are unable to stand the stresses of danger, discomfort or uncongenial surroundings without breaking down. The development of a neurosis enables them to escape, and if in addition to freedom from uncongenial work the release is associated with pecuniary advantages the motive is doubly strong. These men may or may not show the signs of miner's nystagmus, but the incapacity they suffer from is 'neurosis'. Llewellyn says that most cases of miner's nystagmus are straight forword and show no evidence of a neurosis. In a second group marked signs of miners' nystagmus are associated with neurotic symptoms, while in the third group the neurosis is dominant but is accompanied by slight or indefinite signs of miner's nystagmus. When a neurosis is present it differs in no way from the neurosis in other conditions and its treatment. The neurosis of miner's nystagmus hardly ever differs from the neurosis of shellshock. Harford concludes as follows on the subject of neurosis :—

(1) That emotion is one of the most powerful factors in the causation of the disease.

(2) That the emotion which is most powerful on the conditions under discussion is "fear'

(3) That these emotions are not recognized by most of the sufferers until they have been tested by a wise system of mind treatment.

(4) That the inhibition of the desire to get well, which is determined by the lure of a pension restlessness, discontent and a host of other factors is the most serious obstacle to recovery.

With regard to malposition at work, Nieden and Snell agree in looking upon the forced u and overfatigue of the elevator muscles of the eyes as one of the most important causes. The state that it chiefly occurs in men engaged in "holing" *i.e.*, in obtaining coal b, undercutting masses ; this entails a lying position the eyes being directed upward and obliquely all the time the miner is continuously moving his eyes right and left, but always upwards, till the hole is completed, and this puts a very great strain on the elevator muscles.

Other Theories.—E. B. Alabaster (1933) has suggested that miners' Nystagmus is auralin origin, possibly through some labyrinthire disorder ; the arguments put forward are interesting but backed by too little evidence to be convincing.

J. F. Fergus has suggested an infective origin but again this was not supported by any evidence of an infective nature of the disease, or of an infective agent.

T. Robson and M. Barton have been protagonists of the toxic inhalation theory, the former blaming the carbon monoxide and the latter in general supporting him. Experimental evidence however, both in Man and in animals, does not confirm this view. Dr. J. S. Haldane who is considered by most people the leading authority on mine gases definitely states that they are not present in sufficient amount to account for this disease. The recent researches of Ivor Lane which were very thorough, are in accordance with Dr. Haldane's opinion. If nystagmus were due to gas poisoning, one would expect a sudden onset, but it is gradual.

In the United States of Amrican miner's nystagmus appears to be unknown. The degree of illumination at the United States coal face has always been incomparably superior to that in European countries. Naked carbide lamps gave place to high power electric cap lamps. In a paper read by C. E. Egeler to the International commission on Illumination in 1939 a description was given of the latest methods of coal face illumination in the United States of American Extensive flood lighting of the coal face is reinforced with light from the highpower cap lamps used by the individual miners. Egeler states that the level of the illumination from cap lamps alone is from 20 to 50 time that prevailng in the coal miners of Europe. The flood lighting with beam candle powers of approx mately 5000 give illumination value in the coal face of between 10 and 20 foot candles, this being supplemented by the light of each miner's cap lamp.

Professor Haldane's words remain true that 'it is only when coal is mined under condition of excessive darkness that nystagmus results.'

Bad ventilation favours the production of the disease because there is maloxygenation of the body, and consequently diminished elimination of the waste products by energy in the muscles consequently these muscles are more easily fatigued, and stronger stimuli are required to perform these movements. The centre controlling these movements suffer equally from accumulation of waste products, and they are consequently, more liable to fatigue.

The children of nystagmus patients are probably more liable to develop the disease than the [illegible] miners.

W. J. Roche has made the following Recommendations:—

(*a*) The ideal lamp is the cap lamp, but most workers are antagonists to it, because it provokes headache, it is continuously shifting, and the accumulator around the waist is a source of constant annoyance.

(*b*) The alternative to the cap lamp is a C. P. electric lamp the advantages of which have been previously stated. With the use of this lamp the incidence of the disease has diminished considerably, especially in German pits.

(*c*) Flood illumination should be used at machine faces when possible.

(*d*) All lamps should be frosted, and should have a slight green tint in addition.

(*e*) Going to and returning from work, an opaque shade be fixed to the pillars on the back of the lamp to avoid glare; those who do not adhere to the regulation should be fined

(*f*) Although ventilation is good in modern pits, it must be remembered that the incidence rate is highest in portions of seams which are badly ventilated; and endeavour should be made to improve the ventilation generally. Better ventilation will mean more coal production.

(*g*) The sons of men who have been known to have nystagmus should not be employed underground.

(*h*) Men returning to underground work after an attack of nystagmus, should not be given colliers' work in the beginning; and when they are given a place it is advisable that the seam should be wide and the ventilation good in their working areas.

(*i*) Suitable glasses, either for the prevention or cure of nystagmus are of little avail. Underground, where he requires his glasses most, the miner cannot use them. As a result men who wear glasses off duty often feel the strain greater underground that they did before wearing glasses; this occurs particularly in the case of Hypermtropes whose accommodation is rested to a certain extent with glasses.

(*j*) Men with nystagmus would be well advised to change their occupations if possible.

(*k*) Many of the continued cases from previous years are neurasthenics who would be better doing light employment; they would gradually regain their confidence.

(*l*) Certifying Surgeons should be ophthalmic surgeons, given discretionary powers to decide which cases are, or are not incapacitated, and for what type of work they are suited. Should the worker disagree with the certifying surgeon's opinion, he should have access to examination by the ophthalmic medical referee.

(*m*) Contested cases should be decided by a conciliation board whose personnel should include a member of the legal profession in the chair, and an ophthalmic surgeon.

(*n*) Men who have been on compensation, should be given work by the colliery where they were incapacitated.

(*o*) Better illumination in main roadways, stone dusting, whitewashing, etc.

(*p*) Underground workers who are not taking full advantage of the illumination, *e.g.*, light in bad position, too far from coal face, etc. should be reprimanded by officials.

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APPENDIX X

Table showing the size of tubs used, the number of tubs and the number of miners and loaders in 37 Mines in Jharia

Serial No	Size of tubs	Number of tubs	Rate per tub	Number of Miners and Loaders
			Rs. A. p. Rs. A. p.	
1	42 C. Ft. 30 C. Ft.	1,180	0 3 6 to 0 8 6	1,029
2	36 C. Ft.	500	0 7 0 to 0 8 0	750
3	36 C. Ft.	250	0 4 0 to 0 8 0	1,002
4	30 C. Ft.	597	0 3 6 to 0 6 0	666
5	26 C. Ft.	200	0 12 0 to 0 14 0	104
6	30 C. Ft.	80	0 12 0 to 0 14 0	94
7	24 C. Ft. 36 C. Ft. 40½ C. Ft.	21 40 25	0 8 0 to 0 11 0	95
8	33 C. Ft.	...	0 10 6 to 0 13 6	743
9	40 C. Ft.	5	0 12 0	4
10	26 C. Ft. 30 C. Ft.	400	0 12 0	221
11	30 C. Ft. 40 C. Ft.	...	0 13 0 to 0 15 0	450
12	30 C. Ft. 40 C. Ft.	...	0 12 0	311
13	30 C. Ft.	...	0 12 0	80
14	36 C. Ft. 40 C. Ft.	...	0 12 0 to 0 14 0	...
15	30 C. Ft. 36 C. Ft. 40 C. Ft.	150	0 12 0	221
16	40 C. Ft.	...	0 13 0 to 0 14 0	250
17	40 C. Ft.	...	0 9 6 to 1 0 0	499
18	36 C. Ft. 30 C. Ft.	124 252	0 4 0 to 0 7 0	280
19	30 C. Ft. 33 C. Ft.	250	0 10 6 to 0 12 0	210
20	36 C. Ft.	250	0 8 0	635
21	30 C. Ft.	...	0 8 0 to 0 9 0	697
22	30 C. Ft. 36 C. Ft.	...	0 4 0 to 0 7 0	266
23	40 C. Ft.	80	0 12 0 to 1 0 0	139
24	40 C. Ft.	40	0 11 0	108
25	36 C. Ft.	160	0 13 0 to 0 14 0	156
26	36 C. Ft.	180	0 12 6 to 0 13 0	445
27	36 C. Ft.	110	0 12 0	...
28	36 C. Ft.	110	0 12 6	50
29	40 C. Ft.	...	0 11 0	41
30	36 C. Ft. 26 C. Ft.	65 5	0 13 0 to 0 14 0	102
31	36 C. Ft.	120	0 12 0	245
32	36 C. Ft.	51	0 12 0	115
33	40 C. Ft. 36 C. Ft.	95 28	0 12 0	100
34	40 C. Ft.	...	1 4 0	249
35	36 C. Ft.	...	0 11 3	...
36	36 C. Ft.	...	0 10 6	...
37	36 C. Ft.	...	0 12 0	...

APPENDIX XI.

Table showing the Number of Miners and Loaders per tub (36 C. Ft.) in 8 Coal Mines in the Jharia Coalfield

Collieries using tub of 36 cft. capacity.	Number of tubs in use	Number Miners and Loaders	Number of Miners and Loaders per tub
1	500	750	1.50
2	250	1,002	4.01
3	250	635	2.54
4	160	156	0.98
5	180	445	2.47
6	110	50	0.45
7	120	245	2.04
8	51	115	2.25
Total	1,621	3,398	2.10

APPENDIX XII

A note on the production Bonus Scheme at Tatas' Digwadih Colliery.

The idea of this scheme was to give an opportunity to the *Miner* to earn more money by improving his efficiency of loading, and increasing production per head.

All obstacles in his way of loading more tubs, namely untimely supply of tubs, lack of ready coal for loading and unsatisfactory track facilities are brought to a minimum by linking the extra bonus earnings for the labours responsible for the said work to the improved earnings of the miner

The scheme is as follows :—(for one machine section only)

Out-put per head of Miner	Minimum total tubs per week	Production Bonus on Basic wage
1. 5—1.99 tubs	810	Nil
2. 2.24 tubs.	1,080	25%
2. 25—2.49 tubs	1,215	50%
2. 50—2.74 tubs	1,350	75%
2. 75—3 tubs	1,485	100%

This scheme comes into operation only when a minimum production of 840 tubs per week is obtained.

Category of workers who are allowed to be eligible for production.

1. Overman.
2. Sirdar.
3. Shot Fires.
4. Shot Firing Coll
5. Gallery Dressers.
6. Stone Cutters
7. Line Mistries.
8. Line Coolies.
9. Coal Cutting Machine Drivers.
10. Coal Cutting Machine Coolies.
11. Proping Mistries.
12. Proping Coolies.
13. Trammers Sirdars.
14. Trammer.
15. Haulage Khalashi.
16. Drillers.
17. Gate Boy.

The scheme was put into operation in Gorakpuri section on 30th August 1945 and within a month the production per head was brought up and maintained from 1.5 to 2.9 tubs per head thus increasing the earnings of miner by over 90 per cent. in this section.

APPENDIX XIII

Statement showing the commodities supplied to workers at concession rates by the Assam Rail and Trading Company.

1. The maximum number of units on a ration card is 4.
2. A food period will be seven days from the date of ration issued.
3. *Rice* and/or *Atta* is rationed on the following scale :—
   1st unit for employee—6 srs. per unit per weekly period each subsequent unit up to a maximum of 4 units—5 srs. per unit per weekly period.

   Atta eaters may draw the full ration in atta. Others may draw 2 seers of atta and the balance of rice.
4. *Dal* (Masuri and/or Arhar) is rationed at 3/4th sr. per unit per weekly period.
5. Sugar is rationed at 3/4th sr. for 1st unit and ½ sr. for subsequent units per weekly period.
6. *Mustard Oil* is rationed at ¼ sr. per unit per weekly period.

6A. *Ghee* 1/8 sr. per unit per weekly period.

7. *Salt* ½ sr. per unit per weekly period.
8. *Soap* ½ sr. per card per weekly period.
9. *K. Oil* 1 sr. per family per week.

Commodities, cost price and concession rates are as follows :—

Commodities	Cost price	Concession rate.
Rice (Ushna)	Rs. 14-8-0 per md.	Rs. 10-0-0 per md.
Rice (Chati)	,, 14-0-0 ,,	,, 10-0-0 ,,
Atta	,, 13-0-0 ,,	,, 10-0-0 ,,
Masur Dal	,, 19-0-0 ,,	,, 10-0-0 ,,
Arhar Dal	,, 16-3-0 ,,	,, 10-0-0 ,,
Mustard Oil	,, 64-8-0 ,,	,, 22-8-0 ,,
Sugar	,, 19-5-0 ,,	,, 15-0-0 ,,
Salt	,, 7-11-9 ,,	,, 7-8-0 ,,
Ghee	,,177-10-3 ,,	,, 110-0-0 ,,
Soap	,, 46-0-0 ,,	,, 25-0-0 ,,
K. Oil	,, 13-12-0 ,,	,, 13-12-0 ,,
Haldi	,, 27-8-0 ,,	,, 17-8-0 ,,
Chillies	,, 35-8-0 ,,	,, 30-0-0 ,,
Jeerah	,, 57-8-0 ,,	,, 52-8-0 ,,
B. Pepper	,, 56-8-0 ,,	,, 45-0-0 ,,
Tea	,, 70-0-0 ,,	,, 70-0-0 ,,
C. Milk	,, 0-12-0 per tin	,, 0-12-0 per tin.

Also standard cloth is sold to employees at Government fixed rates, 1 pair Dhoti, 1 pair Sar and 20 yards Shirting to each family.

APPENDIX XIV

TABLE SHOWING WAGES AND EARNINGS IN EIGHT IMPORTANT OCCUPATIONS IN FIFTY SELECTED MINES IN JHARIA

Occupation

Miners & Loaders (Underground).

SARKARI LABOUR

Individual System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings*	Average daily net earnings*
			Rs. A. P.	Rs. A. P.	Rs. A. P.
A	111	3·9	3 1 2	3 14 1	1 0 1
B	43	3·6	4 7 9	4 14 10	1 3 2
C	115	4·6	6 7 8	7 9 6	1 2 3
D	108	3·9	3 12 11	3 7 10	0 14 7
E	1225	4·7	2 13 4	4 14 9	1 0 9
F	101	4·7	2 13 6	3 10 11	0 12 7
G	47	4·3	2 11 4	4 2 6	1 0 1
H	429	4·2	3 9 5	4 4 3	1 0 1
I	126	4·1	2 13 7	4 2 10	1 0 1
J	221	3·7	2 4 2	2 13 6	1 0 8
K	41	3·9	2 9 2	3 10 10	0 13 2

Gang System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings*	Average daily net earnings*
			Rs. A. P.	Rs. A. P.	Rs. A. P.
A	135	4·6	3 10 2	4 5 5	1 2 5
B	100	4·5	4 1 0	4 4 6	1 0 7
C	147	4·3	3 13 3	3 7 4	0 12 8
D	103	4·4	3 4 8	3 7 9	0 13 1
E	74	5·1	3 5 5	4 13 9	0 15 7
F	118	4·4	3 9 10	4 1 8	0 13 10
G	17	5·0	3 2 10	3 7 10	1 0 7
H	46	3·2	2 6 1	2 12 6	0 13 11
I	17	4·0	3 1 10	3 12 5	1 0 4
J	126	4·1	3 2 4	3 10 5	0 14 3
K	206	3·2	2 9 5	3 3 1	1 0 5
L	46	4·4	2 4 6	2 11 4	0 12 7
M	671	5·9	3 5 5	4 8 10	0 12 3

CONTRACT LABOUR

Individual System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings*	Average daily net earnings*
			Rs. A. P.	Rs. A. P.	Rs. A. P.
A	23	4·3	4 0 4	4 10 8	1 1 4
B	107	4·6	3 2 11	4 2 5	0 14 11
C	127	5·2	3 10 7	4 3 2	0 12 5
D	218	4·9	3 12 8	4 10 2	0 15 3
E	362	4·8	3 9 9	4 11 8	1 0 5

Gang System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings*	Average daily net earnings*
			Rs. A. P.	Rs. A. P.	Rs. A. P.
A	103	5·3	2 11 8	3 4 7	0 11 10
B	360	4·8	3 2 3	3 9 2	0 12 11
C	264	4·8	3 12 1	3 9 2	0 12 7
D	217	4·7	3 3 9	3 12 3	0 12 11
E	77	4·7	3 5 10	4 11 9	0 15 6
F	44	4·6	4 15 2	5 7 2	1 0 6
G	161	5·1	3 11 7	4 2 1	0 14 7
H	69	4·7	3 12 6	4 2 1	0 14 7
I	1077	5·1	3 5 5	3 13 7	0 13 7
J	659	4·7	3 12 1	3 5 8	0 12 4
K	74	4·9	3 11 5	3 14 10	0 13 6
L	200	4·4	2 1 11	2 6 0	0 10 4
M	193	5·3	2 11 5	3 4 13	0 12 6
N	537	5·2	3 11 5	4 13 1	0 15 2
O	102	4·4	3 11 1	4 10 4	0 16 4
P	102	4·4	2 11 1	3 2 9	0 11 7
Q	863	4·4	2 7 7	3 0 8	0 11 4
R	158	5·3	4 1 5	5 13 3	1 1 4
S	190	5·3	2 13 11	4 13 7	0 15 4
T	119	4·5	4 0 8	4 9 8	1 0 7
U	54	4·3	3 4 15	4 11 6	1 0 9
V	47	5·5	4 10 11	4 11 6	0 14 3
W	69	5·0	4 11 7	5 2 6	1 0 11
X	240	5·4	3 9 7	4 8 3	0 15 3

E.E.—Bracketted figures are those for country powder Miners and Loaders.

*Exclusive wages in Kind but includes cash bonuses

Occupation
Miners & Loaders (Quarry)

SARKARI LABOUR

Individual System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. a. p.	Rs. a. p.	Rs. a. p.
A	1	1·0	0 12 0	1 1 0	1 1 0
B	3	2·3	2 11 4	3 8 13	1 4 11
C	64	1·5	2 15 11	3 13 9	1 6 11
D	87	6·3	3 14 0	4 7 9	1 0 9
E	21	5·1	3 6 12	3 2 9	1 4 1
F	32	5·4	3 7 2	3 13 3	1 0 0

Gang System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic earnings	Average weekly net earnings	Average daily net earnings
			Rs. a. p.	Rs. a. p.	Rs. a. p.
A	53	5·3	4 1 6	4 10 1	1 0 5
B	22	5·9	4 0 9	5 5 9	1 1 5
C	75	5·3	3 15 8	4 7 4	0 15 3
D	295	4·8	3 9 4	4 0 3	0 14 6
E	6	5·3	4 0 0	5 0 4	0 15 2
F	15	4·7	3 6 4	3 9 4	0 13 5
G	60	4·8	3 11 6	4 0 3	1 0 2
H	39	5·1	3 9 4	4 0 0	0 13 3
I	79	5·2	3 8 1	4 1 8	0 15 5
J	126	4·1	3 4 9	4 1 10	1 1 6

N.B.—Bracketed figures are those for country powder Miners & Loaders.

Occupation
Trammers (Surface)

Mine No.	No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
		Rs. a. p.	Rs. a. p.	Rs. a. p.
A	157	5·2	3 4 7	3 13 9	1 1 10
B	66	5·0	2 6 4	4 3 11	0 12 4
C	4	6·0	2 10 0	4 12 6	0 12 8
D	2	6·0	2 13 3	3 4 0	0 12 10
E	4	6·0	4 3 6	3 5 6	0 14 8
F	4	5·0	2 12 0	3 6 0	0 13 0
G	1	6·0	3 4 8	4 0 4	0 12 8

Trammers (Quarry)

Mine No.	No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
		Rs. a. p.	Rs. a. p.	Rs. a. p.
A	9	5·2	3 2 10	3 13 10	0 11 8
B	11	4·1	2 1	2 9	0 14 4

Occupation
Miners & Loaders (Quarry)

CONTRACT LABOUR

Individual System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings

Gang System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. a. p.	Rs. a. p.	Rs. a. p.
A	243	5·4	3 2 6	3 11 7	0 11 1
B	118	5·9	3 12 9	3 13 2	0 10 1
C	123	5·7	4 1 3	4 3 3	0 12 8
D	84	5·8	3 7 7	3 15 6	0 11 1
E	58	4·8	3 4 3	4 1 3	0 14 2
F	103	5·3	3 13 3	3 15 3	0 12 10
G	109	5·0	3 8 7	4 12 9	1 3 1
H	193	5·6	3 5 4	4 6 9	0 13 2

Occupation
Trammers (Surface)

Mine No.	No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
		Rs. a. p.	Rs. a. p.	Rs. a. p.
A	7	3 5	3 11 3	3 11 2	0 12 9
B	64	6 0	2 0 4	4 3 0	0 11 1

Mine No.	No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
		Rs. a. p.	Rs. a. p.	Rs. a. p.
A	4	5·0	2 5 6	2 15 6	0 9 2
B	87	5·0	3 4 9	4 8 2	0 13 7
C	13	5·9	3 3 0	4 4 3	0 13 9
D	18	5·0	3 3 7	3 14 9	0 13 5
E	110	6·0	3 11 4	3 4 4	0 10 7
F	20	5·0	3 7 1	3 11 1	0 13 0
G	38	6·0	3 7 8	3 3 2	0 9 8
H	10	6·0	3 4 8	4 3 8	0 13 5
I	6	4·7	3 4 3	4 10 8	0 15 2
J	92	5·9	3 9 0	3 9 0	0 11 0
K	71	5·8	3 7 3	3 9 10	0 11 2
L	35	5·4	3 4 6	3 12 2	0 12 8
M	43	5·6	3 5 0	4 13 0	0 15 5
N	23	5·5	3 5 3	3 11 2	0 12 5
O	31	5·9	3 6 0	4 1 0	0 13 0
P	21	5·0	3 4 1	4 12 3	0 15 0
Q	3	6·0	3 4 0	4 12 0	0 15 0
R	155	5·8	3 3 6	3 6 7	0 11 5
S	72	5·8	3 3 1	4 0 5	0 13 2

Trammers (Quarry)

Mine No.	No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
		Rs. a. p.	Rs. a. p.	Rs. a. p.
A	21	6·0	2 4 11	3 3 7	0 11 4
B	11	6·0	2 1 3	4 4 7	0 14 5
C	42	5·9	3 3 8	5 15 1	1 0 7
D	38	6·0	4 5 0	5 5 5	0 14 7

OCCUPATION

TRAINING (CONTINUED)

Basket Labour

Individual System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			£ s. d.	£ s. d.	£ s. d.
A	434	5.5	2 10 8	3 0 3	1 0 8
B	171	5.8	2 9 4	4 10 11	0 12 10
C	9	6.0	2 14 4	3 8 8	0 14 9
D	4	4.6	2 12 6	3 4 0	0 14 11
E	16	6.0	3 0 0	6 12 0	1 2 0
F	6	6.0	2 4 0	4 2 0	0 11 0
G	13	4.2	3 12 0	4 0 0	0 18 0
H	4	6.0	4 2 0	6 12 0	0 12 0

Gang System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			£ s. d.	£ s. d.	£ s. d.
A	14	6.0	2 2 0	4 7 11	—
B	6	6.0	4 0 11	7 9 6	—
C	6	6.0	2 11 10	5 7 10	—
D	21	5.1	3 12 11	4 9 4	—
E	66	6.0	3 17 7	7 0 6	—
F	13	5.0	3 7 0	7 0 6	—
G	131	5.5	3 6 2	6 13 7	—
H	19	4.2	4 9 0	4 9 4	—
I	13	5.3	3 10 6	6 12 7	—
J	8	6.0	5 0 7	6 2 7	—

Gang System

Individual System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			£ s. d.	£ s. d.	£ s. d.
A	12	6.0	2 2 11	4 10 11	0 12 6
B	5	5.0	3 12 9	4 6 0	0 14 9
C	12	6.0	2 3 9	4 0 3	0 10 7

Contract Labour

Gang System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			£ s. d.	£ s. d.	£ s. d.
A	34	5.5	3 15 10	5 9 6	—
B	4	6.0	4 2 3	5 9 3	—
C	41	6.0	2 6 1	4 5 7	—
D	9	6.0	6 11 2	11 0 8	—
E	76	6.0	2 3 9	4 7 6	—
F	29	6.0	3 11 9	6 11 11	—
G	127	5.5	2 2 1	4 10 2	—
H	132	5.2	3 12 9	4 8 7	—
I	10	5.5	5 8 10	8 2 6	—
J	28	6.0	3 11 6	4 7 10	—
K	110	5.3	3 1 2	6 12 4	—
L	36	5.6	3 8 8	4 3 8	—

OCCUPATION

WAGON LOADERS

Individual System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			£ s. d.	£ s. d.	£ s. d.
A	55	6.0	3 14 6	3 11 2	0 9 10
B	262	6.0	3 10 0	5 15 10	0 11 8
C	67	5.9	4 12 11	5 8 5	0 18 9
D	39	6.0	3 7 3	4 16 3	0 15 8
E	43	6.0	3 3 0	4 9 7	0 10 9
F	33	5.8	3 9 0	6 13 10	1 1 3
G	8	4.0	3 14 0	3 14 0	0 18 8
H	120	4.9	3 14 3	5 10 11	1 0 10
I	19	6.0	3 14 3	4 2 3	0 11 7
J	23	3.9	3 5 4	3 8 4	0 13 3
K	36	5.3	3 14 11	4 10 7	0 16 0
L	120	4.0	3 11 3	4 10 11	0 6 9
M	149	5.8	3 9 11	4 9 10	0 8 7
N	24	5.2	3 2 0	3 14 2	0 11 10
O	30	6.0	3 4 7	4 0 7	0 10 9
P	368	5.1	3 15 10	4 1 6	0 12 11
Q	40	5.0	4 9 4	5 8 2	0 14 9
R	133	5.9	3 2 10	4 5 3	0 11 4
S	117	5.8	3 3 9	3 19 9	0 11 3
T	60	5.4	3 3 6	3 13 8	0 8 10
U	140	6.0	3 4 7	4 15 9	0 12 7
V	26	4.1	3 1 10	2 1 11	0 10 5
W	68	4.4	3 1 10	2 5 2	0 8 4
X	163	4.0	3 1 10	3 6 4	0 15 7
Y	204	5.9	3 9 8	3 4 0	0 8 10

Gang System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			£ s. d.	£ s. d.	£ s. d.
A	8	4.0	3 10 8	3 13 0	0 15 9
B	11	1.0	0 10 5	0 10 5	0 10 5
C	46	1.3	0 19 4	1 8 10	1 2 5
D	22	6.0	6 7 3	7 13 1	1 4 10
E	13	6.0	6 2 7	7 0 3	1 2 8
F	13	4.1	2 9 7	3 10 1	0 11 5
G	53	3.3	1 4 8	2 1 4	0 6 7
H	51	5.7	1 1 3	1 7 1	0 4 7
I	20	1.0	0 6 11	1 6 7	1 6 7
J	70	6.0	1 14 11	2 13 11	0 7 9
K	14	6.0	7 16 0	7 12 3	1 4 11
L	86	4.2	4 1 4	4 9 10	1 1 9
M	42	4.8	2 1 6	6 11 4	1 2 10
N	9	5.8	3 8 8	4 5 9	0 12 11
O	100	5.5	4 6 0	4 15 0	0 13 8
P	12	3.2	2 16 0	3 6 4	1 1 2
Q	32	5.4	4 6 2	3 12 9	0 12 6
R	37	6.0	1 14 8	2 12 2	0 7 5

OCCUPATION

TRAINING (CONTINUED)

Contract Labour

Individual System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			£ s. d.	£ s. d.	£ s. d.
A	141	4.3	1 7 7	2 13 3	0 10 1
B	85	5.0	1 11 0	3 7 3	0 11 1

OCCUPATION

WAGON LOADERS

OCCUPATION

Banksmen

Sarkari Labour — Individual System					Contract Labour — Individual System				
Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings	Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. A. P.	Rs. A. P.	Rs. A. P.				Rs. A. P.	Rs. A. P.	Rs. A. P.
A	4	5.2	4 9 6	6 6 9	1 3 7	A	3	6.0	3 15 0	6 1 6	1 0 3
B	5	5.9	2 9 4	4 14 6	0 13 4						
C	4	5.5	5 8 0	6 8 6	1 3 0						
D	6	4.5	2 5 2	4 3 8	0 15 0						
E	9	6.0	4 8 0	5 8 0	0 14 8						
F	1	6.0	3 0 0	3 0 0	0 8 0						
G	13	5.9	3 5 3	4 13 9	0 13 2						
H	2	5.0	4 6 9	5 7 6	1 1 6						
I	4	6.0	2 8 0	4 13 0	0 12 10						
J	10	5.7	3 14 8	7 6 6	1 4 9						
K	9	5.8	2 9 3	5 4 1	0 14 3						
L	2	6.0	4 6 0	5 2 0	0 13 8						
M	11	5.7	2 8 4	5 2 9	0 14 5						
N	6	4.8	2 7 11	4 11 0	0 15 6						
O	4	5.5	3 0 2	5 9 2	1 0 3						
P	3	6.0	3 8 2	5 0 1	0 13 4						
Q	13	6.0	2 7 8	5 14 6	0 15 9						
R	12	5.6	3 15 0	5 2 10	0 13 9						
S	2	6.0	3 8 2	5 3 3	0 13 10						
T	4	5.7	2 15 6	4 3 7	0 10 4						
U	24	5.5	3 12 6	5 7 5	0 15 8						
V	4	4.5	3 3 0	4 5 6	0 15 5						
W	2	6.0	4 4 0	4 10 1	0 12 4						
X	3	6.0	...	5 7 4	0 14 7						

OCCUPATION

On-Setters

A	5	5.9	2 9 4	4 12 1	0 12 11	A	3	60	3 15 0	5 5 6	0 14 3
B	11	4.8	2 7 9	4 10 7	0 15 6						
C	6	6.0	4 8 0	5 7 0	0 14 6						
D	6	6.0	4 12 6	5 8 6	0 14 9						
E	18	5.1	2 13 3	4 3 0	0 13 1						
F	3	5.0	4 6 9	5 0 0	1 0 0						
G	4	5.2	2 4 9	2 15 9	0 9 1						
H	4	5.2	2 2 9	3 15 9	0 12 2						
I	12	6.0	3 13 6	7 0 9	1 2 10						
J	9	5.6	2 7 8	5 3 5	0 14 9						
K	2	6.0	4 6 0	6 1 0	1 0 2						
L	20	5.6	2 9 10	5 2 6	0 14 8						
M	8	5.8	3 3 5	6 2 3	1 0 9						
N	6	4.5	2 5 2	4 2 2	0 14 8						
O	4	4.5	2 10 9	2 14 10	0 10 5						
P	13	6.0	3 1 6	5 12 10	0 15 6						
Q	18	6.0	2 10 0	5 9 11	0 15 0						
R	2	6.0	3 15 0	4 11 0	0 12 6						
S	4	5.7	3 8 1	4 9 7	0 12 10						
	2	6.0	3 3 0	4 10 1	0 12 4						
	3	5.6	4 15 4	6 4 0	1 1 8						

OCCUPATION

BAILING COOLIES

Sarkari Labour

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. A. P.	Rs. A. P.	Rs. A. P.
			(*Underground*)		
A	16	5.2	2 10 4	3 4 10	0 10 1
B	1	6.0	3 12 0	4 8 0	0 12 0
C	15	4.2	2 4 11	2 13 5	0 10 8
D	23	4.9	1 13 6	3 10 16	0 12 0
E	3	5.0	2 8 0	3 2 0	0 10 0
F	4	6.0	2 13 0	3 10 11	0 9 10
G	3	3.6	1 11 6	2 4 6	0 9 11
H	5	4.4	2 5 2	2 15 8	0 10 10
I	7	3.5	1 10 3	2 1 5	0 9 4
J	9	5.3	3 5 4	4 0 0	0 12 0
K	9	6.0	2 7 8	5 0 9	0 13 6
L	9	5.2	1 14 0	3 14 1	0 11 11
M	1	5.0	2 8 0	3 2 0	0 10 0
N	[illegible]	5.0	3 7 0	4 1 0	0 13 0
O	[illegible]	4.0	3 0 8	3 10 0	0 14 3
P	[illegible]	5.0	3 2 0	3 12 0	0 12 0
Q	1	4.3	2 7 7	3 0 3	0 11 0
R	[illegible]	6.0	3 0 0	3 12 0	0 10 0
S	[illegible]	5.2	1 10 3	3 4 0	0 9 11
T	[illegible]	5.7	2 7 11	3 4 6	0 9 3
U	[illegible]	4.9	2 1 3	2 15 9	0 9 7
V	[illegible]	3.6	1 13 8	2 4 11	0 10 1
W	[illegible]	5.3	2 8 5	3 3 0	0 9 8
X	[illegible]	5.5	3 1 6	3 12 6	0 11 0
Y	[illegible]	5.6	2 12 10	4 15 4	0 14 2
		QUARRY			
A	4	6.0	6 0 0	6 12 0	1 2 0

Individual System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. A. P.	Rs. A. P.	Rs. A. P.
A	6	6.0	3 1 0	3 15 0	0 10 6

Gang System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. A. P.	Rs. A. P.	Rs. A. P.
		CONTRACT LABOUR			
A	8	6.0	3 12 0	4 8 0	0 12 0
B	25	6.0	3 0 0	4 0 7	0 10 6
C	12	5.5	3 1 2	3 13 10	0 10 1

OCCUPATION

Line Coolies

Sarkari Labour — Individual System						Contract Labour — Individual System					
Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings	Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. A. P.	Rs. A. P.	Rs. A. P.				Rs. A. P.	Rs. A. P.	Rs. A. P.
				(Underground)							
A	5	5·0	2 8 0	3 2 0	0 10 0	A	10	6·0	4 8 0	5 15 2	0 15 10
B	8	6·0	2 10 0	5 2 6	0 13 9						
C	6	5·2	2 15 3	4 12 10	0 14 2						
D	2	6·0	4 14 0	5 10 0	0 15 0						
E	28	3·9	1 15 8	3 8 2	0 14 2						
F	24	5·0	3 4 8	4 1 2	0 13 0						
G	1	6·0	3 12 0	4 13 0	0 12 10						
H	9	5·3	3 0 0	3 11 6	0 11 2						
I	4	6·0	4 8 0	6 1 6	1 0 3						
J	6	4·3	1 10 0	3 2 11	0 11 9						
K	17	5·4	3 4 9	3 15 6	0 11 9						
L	1	6·0	3 12 0	5 2 0	0 13 8						
M	32	5·5	3 2 2	6 3 7	1 1 10						
N	7	5·1	2 4 0	3 13 9	0 12 0						
O	6	5·5	4 13 0	5 15 0	1 1 3						
P	17	5·8	2 15 1	5 3 9	0 14 3						
Q	21	5·6	2 8 9	5 1 11	0 14 7						
R	12	6·0	3 6 0	4 14 4	0 13 1						
S	2	5·0	3 2 0	4 2 0	0 13 2						
T	2	6·0	3 3 0	4 10 6	0 12 5						
U	10	4·3	2 4 2	2 13 7	0 10 6						
				QUARRY							
A	6	6·0	5 4 0	6 2 4	1 0 5	A	3	6·0	4 8 0	6 2 0	1 0 4

Line Coolies

				(Surface)							
A	8	5·9	5 2 3	6 2 3	1 0 6	A	6	5·6	3 4 0	5 3 9	0 14 9
B	4	4·5	2 15 3	4 8 3	0 12 6						
C	5	5·4	3 5 0	4 3 0	0 12 5						
D	4	6·0	3 0 0	6 1 0	1 0 2						
E	6	5·5	3 7 0	4 2 6	0 12 0						
F	1	6·0	4 8 6	5 4 0	0 14 0						
G	4	4·2	3 7 5	3 15 11	0 15 0						
H	1	4·0	2 8 0	2 15 6	0 11 11						
I	3	5·6	2 7 8	4 7 0	0 12 6						
J	2	6·0	3 6 0	6 9 0	1 1 6						
K	2	6·0	3 12 0	4 8 0	0 12 0						

OCCUPATION

Propping Coolies

Sarkari Labour						Contract Labour					
Individual System						Individual System					
Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings	Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. A. P.	Rs. A. P.	Rs. A. P.				Rs. A. P.	Rs. A. P.	Rs. A. P.
					(*Underground*)						
A	3	5·0	2 12 0	4 3 4	0 13 5	A	9	6·0	5 4 0	6 0 0	1 0 0
B	21	5·4	3 9 6	5 11 11	1 0 9						
C	30	4·0	2 0 0	3 8 0	0 14 0						
D	58	5·5	4 2 10	4 14 7	0 14 1						
E	66	6·0	5 4 0	6 0 0	1 0 0						
F	15	6·0	4 2 0	5 5 2	0 13 2						
G	5	5·4	4 5 2	4 15 2	0 14 8						
H	11	5·2	2 1 9	3 11 9	0 11 4						
I	14	5·9	2 15 5	5 9 7	0 15 1						
J	95	5·8	2 14 5	5 9 10	0 15 6						
K	28	5·4	3 1 2	4 9 5	0 13 5						
L	8	5·8	4 6 6	5 4 6	0 14 5						
M	4	4·0	2 12 0	3 4 0	0 13 0						
N	35	6·0	3 10 8	7 6 8	1 3 7						
O	2	5·5	4 2 0	4 12 6	0 13 11						
P	4	6·0	5 4 0	6 0 0	1 0 0						
Q	20	5·8	3 4 8	6 1 8	1 0 8						
R	5	5·6	2 7 2	4 6 5	0 12 7						
S	6	5·5	4 13 0	5 8 0	1 0 9						
T	66	5·9	2 15 3	5 6 8	0 14 7						
U	11	5·4	2 7 7	4 14 9	0 14 5						
V	3	6·0	3 15 0	5 5 6	0 13 3						
W	14	6·0	3 14 7	4 10 7	0 12 4						
X	2	4·0	2 8 0	3 2 0	0 12 0						
Y	1	6·0	3 0 0	3 12 0	0 10 0						
			QUARRY								
A	2	6·0	6 0 0	6 12 0	1 2 0						
B	8	6·0	2 10 0	4 15 6	0 13 3						
C	1	3·0	1 14 0	2 4 0	0 12 0						
D	2	5·5	5 3 0	6 6 0	1 2 7						

OCCUPATION—HAZRI COOLIES

SARKARI LABOUR

Individual System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. as. p.	Rs. as. p.	Rs. as. p.
				(Surface)	
A	6	5-8	2 2 4	2 4 6	0 13 9
B	11	5-7	1 11 1	2 2 5	0 9 1
C	58	5-5	1 11 11	1 15 6	0 8 11
D	10	4-1	5 4 2	4 9 9	1 15 0
E	7	5-0	1 4 7	1 8 9	0 12 4
F	5	4-7	1 15 0	2 10 9	0 9 9
G	13	4-5	3 13 3	2 13 2	0 13 6
H	11	4-6	1 14 4	2 14 4	0 10 9
I	1	4-0	2 0 0	2 8 0	0 14 0
J	1	4-0	1 12 0	2 4 0	0 9 0
K	21	5-1	3 10 10	4 7 11	0 14 0
L	93	5-2	3 8 5	4 8 2	0 13 4
M	10	5-6	2 9 7	4 11 6	0 7 10
N	18	5-9	2 9 7	4 11 0	0 12 7
O	238	5-9	2 9 4	4 4 8	0 14 3
P	61	5-8	1 11 3	3 7 4	0 9 6
Q	7	6-0	2 0 7	3 9 4	0 9 8
R	11	4-8	2 11 9	4 8 4	0 15 7
S	12	4-0	2 1 6	3 8 3	0 12 5
T	2	5-0	1 9 8	1 12 6	0 9 8
U	1	6-0	3 8 0	3 8 0	0 14 8
V	2	4-0	2 10 0	3 11 0	0 13 3
W	3	6-0	1 0 0	3 5 0	0 8 10
X	3	5-3	3 10 9	3 2 3	0 13 0
Y	19	5-3	4 5 10	5 0 2	0 14 11
Z	9	5-3	2 6 9	2 2 11	0 8 7
AA	26	5-7	2 1 6	3 5 7	0 14 1
AB	2	5-5	3 4 0	3 15 6	0 11 6
AC	3	5-0	2 0 0	2 13 6	0 9 9
AD	25	4-2	2 5 3	2 9 4	0 9 8
AE	10	5-9	2 1 1	2 9 2	0 11 1
AF	4	6-0	3 7 0	4 8 0	0 12 0
AG	4	6-0	2 8 0	3 9 10	0 9 9
AH	8	1-0	0 8 0	0 12 0	0 12 0
AI	2	4-5	1 15 0	2 9 2	0 12 8
AJ	64	5-8	2 2 10	3 0 8	0 12 1
AK	1	6-0	2 0 0	4 14 0	0 13 0
AL	1	7-0	2 7 0	2 8 0	1 0 0

Gang System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. as. p.	Rs. as. p.	Rs. as. p.
A	22	6-0	3 3 0	4 0 6	0 10 9
			INDIVIDUAL SYSTEM		
			Quarry		
A	10	4-9	2 0 9	2 8 0	0 8 5
B	1	6-0	3 0 0	3 12 0	0 10 0
C	2	5-5	2 1 0	2 12 0	0 9 0
			Underground		
A	45	5-5	3 11 10	4 7 4	0 12 10
B	4	6-0	4 5 6	5 1 0	0 13 7
C	4	6-0	2 6 0	3 2 0	0 9 8

CONTRACT LABOUR

Individual System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. as. p.	Rs. as. p.	Rs. as. p.
				(Surface)	
A	4	6-0	3 10 6	3 0 3	0 13 5
B	2	4-3	1 12 0	2 2 8	0 8 8

Gang System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. as. p.	Rs. as. p.	Rs. as. p.
				(Surface)	
A	12	5-8	1 7 8	2 0 8	0 14 0
B	24	6-0	1 13 2	2 7 3	0 9 11
C	3	5-0	2 7 0	2 7 0	0 7 10

APPENDIX XV

TABLE SHOWING WAGES AND EARNINGS IN EIGHT IMPORTANT OCCUPATIONS IN 68 SAMPLED MINES IN BARODA.

Miners and Loaders (Underground)

SARKARI LABOUR

Individual System

Mine No.	No. of Samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings*	Average daily net earnings
			Rs. a. p.	Rs. a. p.	Rs. a. p.
A	33	6·2	7 11 8	7 11 8	1 7 9
B	6	3·3	3 2 6	3 2 6	0 13 10
C	153	2·6	1 15 7	3 12 4	1 7 1
D	39	5·9	3 12 8	6 6 11	0 14 8
E	92	2·3	1 7 0	1 7 0	0 9 7
F	42	4·5	3 1 10	4 2 1	0 10 1
G	941	4·2	3 7 2	4 1 3	0 15 9
H	40	4·7	3 12 11	4 3 5	0 14 3

Gang System

Mine No.	No. of Samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings*	Average daily net earnings
			Rs. a. p.	Rs. a. p.	Rs. a. p.
A	18	5·4	3 15 1	4 8 11	0 13 0
B	113	4·7	6 12 6	7 13 6	1 10 2
C	107	4·1	2 5 6	2 5 6	0 15 1
D	321	4·5	5 7 9	5 11 0	1 4 4
E	79	4·7	3 1 3	3 12 0	0 13 7
F	85	4·8	2 2 7	2 1 3	0 11 8
G	264	4·2	2 1 2	2 1 2	0 10 2
H	66	4·9	4 6 2	4 6 2	0 15 5
I	113	4·3	4 1 7	4 1 7	0 14 7
J	140	5·3	3 14 10	4 0 7	0 12 5
K	106	4·3	4 0 9	4 12 3	1 0 10
L	959	5·1	3 8 1	4 14 4	0 15 3
M	348	2·6	1 9 2	2 14 1	1 0 2
N	325	4·3	1 13 10	3 2 4	0 11 9

CONTRACT LABOUR

Individual System

Mine No.	No. of Samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings*	Average daily net earnings
			Rs. a. p.	Rs. a. p.	Rs. a. p.
A	113	4·2	2 9 1	3 4 3	0 13 3
B	209	3·8	2 15 7	4 4 5	1 4 3
C	137	3·6	2 14 9	3 15 11	0 12 6
D	233	3·1	2 12 3	3 10 6	1 2 3
E	34	3·6	2 7 0	4 3 2	1 2 4
F	6	4·6	4 12 0	4 14 5	1 0 11
G	107	3·9	3 9 3	4 4 7	1 2 11
H	107	3·9	1 10 7	2 7 2	0 11 7

Gang System

Mine No.	No. of Samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings*	Average daily net earnings
			Rs. a. p.	Rs. a. p.	Rs. a. p.
A	515	4·7	3 5 0	3 6 8	0 10 0
B	733	4·1	4 14 10	4 14 10	1 0 9
C	140	3·2	2 2 3	2 2 3	0 10 7
D	237	4·4	3 1 6	3 14 11	0 13 2
E	113	4·6	3 7 2	3 10 4	0 13 7
F	175	4·9	3 4 1	3 8 4	0 13 2
G	144	4·6	3 5 11	3 9 11	0 13 6
H	266	3·5	1 2 9	1 8 1	0 11 9
I	134	4·9	0 10 7	0 10 7	0 2 3
J	111	5·2	2 12 10	2 13 2	0 8 1
	99	3·4	2 4 9	2 8 5	0 11 9
L	530	3·9	2 6 11	2 10 6	0 13 1
M	20	5·5	3 7 2	3 9 7	1 2 8
N	317	4·2	2 9 3	3 12 11	0 14 2
O	857	3·9	2 0 10	2 15 1	0 12 9
P	33	4·0	2 0 10	2 10	1 4 4
Q	231	4·7	3 1 11	3 6 4	0 11 7
R	129	4·2	3 0 11	3 0 11	0 13 11
S	146	3·8	4 12 3	5 2 2	1 0 6
T	211	3·8	3 4 3	3 8 1	0 13 8
U	105	4·6	3 7	4 6 7	1 2 5
V	182	3·2	1 7 11	1 8 3	1 10 4
W	141	4·2	4 14 11	4 15 8	1 2 2
X	163	4·6	3 11 2	3 11 11	1 4 4
Y	71	4·0	0 14 7	0 14 7	1 0 2
Z	57	3·8	2 10 2	2 8 6	0 16 9
AA	62	4·2	4 5 1	3 11 7	1 11 6

Miners and Loaders (Quarry)

SARKARI LABOUR

Individual System

Mine No.	No. of Samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings*	Average daily net earnings
			Rs. a. p.	Rs. a. p.	Rs. a. p.
A	11	2·6	4 6 11	4 6 11	1 10 10

Gang System

Mine No.	No. of Samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings*	Average daily net earnings
			Rs. a. p.	Rs. a. p.	Rs. a. p.
A	24	6·0	4 12 4	5 3 5	0 14 3
B	43	5·5	5 3 9	5 12 11	1 0 9
C	32	4·1	3 8 3	4 2 10	1 0 2

CONTRACT LABOUR

Gang System

Mine No.	No. of Samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings*	Average daily net earnings
			Rs. a. p.	Rs. a. p.	Rs. a. p.
A	282	4·2	3 5 3	3 2 3	0 12 9
B	25	4·0	3 11 4	4 3 4	1 0 4
C	44	3·4	1 12 0	2 4 7	0 10 7

* Excludes wages in kind but includes cash bonuses.

Surface Labour

Individual System

Mine No.	No. of Samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. a. P.	Rs. a. P.	Rs. a. P.
			(Underground)		
A	5	6·0	3 1 0	3 16 6	0 9 9
B	3	6·0	3 1 0	3 9 6	0 9 0
C	9	5·4	3 13 4	4 4 0	0 12 9
D	13	5·4	3 13 4	4 13 10	0 14 6
E	26	5·9	3 1 9	3 15 7	0 10 6
F	30	5·7	3 1 9	3 12 7	0 10 4
G	64	6·0	3 1 1	4 1 1	0 13 6
H	64	6·0	3 1 1	4 1 1	0 13 6
I	14	5·7	3 1 6	3 7 10	0 10 0
J	7	6·0	3 1 10	3 10 0	0 10 0
K	9	5·6	3 10 0	4 11 6	1 0 0
L	9	6·0	3 10 0	5 5 4	0 14 0
M	46	5·2	3 12 7	3 3 10	0 12 4
N	14	6·0	3 10 5	3 9 6	0 11 9
O	10	5·0	3 4 2	3 9 6	0 11 6
P	102	5·4	3 6 8	3 13 3	0 12 2
Q	149	5·8	3 12 0	3 15 4	0 13 1
R	9	5·2	3 2 6	3 6 9	0 11 1
S	42	5·2	3 2 6	3 5 2	0 10 8
			(Surface)		
A	23	5·2	3 3 0	3 7 6	0 10 6
B	4	4·7	3 0 0	3 4 9	0 11 1
C	3	5·0	3 4 0	3 4 0	0 10 8
D	17	5·4	3 3 8	3 5 8	0 11 2
E	4	5·0	3 4 0	3 4 0	0 10 8
F	65	5·5	3 3 4	3 5 2	0 11 3
G	18	5·0	3 2 0	3 2 0	0 10 4
H	39	5·0	3 2 0	3 4 8	0 10 9
I	27	4·6	3 2 3	3 11 5	0 14 0
J	10	6·0	3 1 11	3 1 1	0 10 7
K	1	6·0	3 10 0	3 10 0	0 10 0
L	1	6·0	3 4 0	3 4 0	0 10 8
M	2	6·0	4 1 0	4 1 0	0 13 6
N	2	6·0	3 12 0	3 12 0	0 12 0
O	4	5·0	3 4 0	4 2 9	0 11 2
P	142	5·7	3 11 11	3 14 1	0 12 2
Q	60	5·7	3 12 5	3 4 3	0 11 2
R	26	5·9	3 14 0	4 9 4	0 14 8
			(Quarry)		
A	8	5·2	3 10 0	3 12 1	0 14 0

Gang System

Mine No.	No. of Samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. a. P.	Rs. a. P.	Rs. a. P.
			(Underground)		
A	111	6·0	3 0 0	4 12 0	0 12 0
B	13	5·6	3 0 0	3 9 6	0 10 4
C	28	5·9	3 0 11	3 7 7	0 10 5
D	48	6·0	3 1 2	3 1 2	0 8 5
			(Surface)		
A	58	6·0	3 0 0	4 4 9	0 12 7
B	20	5·9	3 0 0	4 11 1	0 15 0
C	18	5·6	3 0 0	3 2 10	0 10 1
D	34	6·0	3 1 6	3 1 6	0 8 7

Contract Labour

Individual System

Mine No.	No. of Samples	Average No. of days worked	Average weekly net earnings	Average daily net earnings
			Rs. a. P.	Rs. a. P.
			(Underground)	
A	42	5·4	4 6 11	0 14 1
B	37	4·7	3 13 1	0 13 1
C	40	5·6	3 15 1	0 10 11
			(Surface)	
A	24	6·0	4 3 0	0 13 3
B	20	5·7	3 13 0	0 11 11
C	13	5·7	3 15 0	0 13 6
D	6	6·0	3 14 1	0 13 6
E	10	6·0	3 7 3	1 3 3
F	20	6·0	3 0 7 10	0 14 9
G	36	4·2	3 14 1	0 12 9

Gang System

Mine No.	No. of Samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. a. P.	Rs. a. P.	Rs. a. P.
			(Underground)		
A	43	5·7	2 0 6	2 12 6	0 7 10
B	13	5·4	4 12 2	4 12 2	0 14 9
C	30	5·7	4 12 2	4 12 2	0 14 9
D	70	6·0	4 9 6	4 9 6	0 13 10
E	16	6·0	4 1 1	4 1 1	0 12 10
F	27	6·0	3 14 11	3 14 11	0 12 10
G	8	6·0	3 13 10	3 13 10	0 12 7
H	17	5·3	3 3 7	3 3 7	0 11 2
I	16	5·3	3 3 0	3 3 0	0 11 2
J	16	6·0	4 3 2	4 3 2	0 13 10
K	13	5·1	4 6 1	4 6 1	0 13 9
L	32	5·1	3 1 13	3 1 13	0 9 11
M	19	4·1	4 15 6	4 15 6	0 13 3
			(Surface)		
A	24	6·0	2 1 4	2 12 4	0 8 7
B	10	6·0	2 1 4	2 12 4	0 8 7
C	23	6·0	2 10 4	2 10 4	0 8 11
D	13	6·0	2 13 1	2 13 1	0 9 0
E	20	6·0	2 12 10	2 12 10	0 8 11
F	44	6·0	3 13 8	3 13 8	0 12 4
G	12	6·0	3 0 11	3 0 11	0 10 1
H	18	6·0	2 2 2	2 2 2	0 7 7
I	19	6·0	2 13 5	2 13 5	0 9 0
J	29	6·0	4 1 6	4 1 6	0 13 10
K	16	4·4	3 9 3	3 9 3	0 12 4
			(Quarry)		
A	8	6·0	2 1 10	2 13 10	0 7 7

Wagon Learders (Surface)

Sarkari Labour						Contract Labour					
Gang System						Gang System					
Mine No.	Number of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings	Mine No.	Number of samples	Average weekly days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. A. P.	Rs. A. P.	Rs. A. P.				Rs. A. P.	Rs. A. P.	Rs. A. P.
A	20	6·0	1 14 5	3 6 5	0 9 1	A	30	4·0	1 2 0	1 2 0	0 4 6
B	97	5·9	2 7 0	3 12 4	0 10 1	B	70	3·8	3 13 4	3 13 4	1 0 3
C	6	1·8	0 15 0	1 2 8	0 10 2	C	23	6·0	3 11 11	3 11 11	0 9 10
D	38	2·5	2 1 6	2 1 6	0 13 3	D	12	3·9	2 8 0	2 8 0	0 13 4
E	6	6·0	5 4 0	5 4 0	0 14 0	E	60	3·9	0 15 2	1 6 2	0 5 7
F	4	6·0	3 12 0	6 0 8	1 0 1	F	17	4·3	1 9 11	2 7 9	0 9 2
G	24	6·0	1 12 8	2 6 4	0 6 5	G	38	6·0	4 14 11	5 0 0	0 13 2
H	24	6·0	1 10 8	3 4 0	0 8 8	H	78	2·9	1 13 3	1 14 7	0 10 5
I	257	7·0	2 2 3	3 1 5	0 7 1	I	58	4·3	2 3 0	3 3 6	0 11 6
J	124	5·9	3 9 1	5 4 7	0 14 2	J	16	5·0	1 14 3	1 14 3	0 6 1
K	152	2·3	1 8 3	1 13 7	0 12 9	K	13	4·5	2 8 0	2 8 0	0 8 0
L	34	6·8	1 6 7	3 0 11	0 7 1	L	30	2·0	1 5 4	1 8 7	0 12 3
						M	81	5·7	0 11 5	2 9 6	0 7 3
						N	53	3·6	1 10 5	2 1 8	0 9 4
						O	34	4·6	1 8 0	1 9 6	0 5 5

On-setters (underground)

Sarkari Labour

Individual System

Mine No.	No. of Samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. A. P.	Rs. A. P.	Rs. A. P.
A	10	6·0	4 9 2	4 9 2	0 12 2
B	6	4·5	3 1 6	3 10 6	0 13 0
C	3	3·6	2 7 0	3 12 0	0 10 11
D	4	5·5	5 8 0	5 8 0	1 0 0
E	3	6·0	3 0 0	3 8 0	0 9 4
F	8	3·7	2 0 3	3 3 7	0 13 9
G	2	6·0	2 10 0	3 15 0	0 10 6
H	11	5·2	2 9 5	4 5 10	0 13 5
I	7	5·3	3 15 5	5 14 9	1 1 11
J	4	3·7	2 12 0	3 5 6	0 14 3
K	3	6·0	2 7 6	4 15 2	0 13 2
L	5	6·0	3 6 0	4 7 7	0 11 11
M	3	4·6	2 12 4	3 5 8	0 11 6
N	5	6·0	3 4 10	3 8 10	0 9 6
O	16	4·6	1 13 0	3 5 6	0 14 9
P	6	6·0	4 8 0	4 8 0	0 12 0
Q	2	6·0	4 2 0	4 13 0	0 12 10
R	5	5·6	3 8 0	3 14 0	0 11 1
S	2	6·0	5 11 0	6 3 0	1 0 6
T	2	5·5	5 2 6	5 2 6	0 15 0
U	5	3·6	2 4 0	2 4 0	0 10 0
V	4	6·0	3 8 0	4 6 0	0 11 8
W	3	6·0	5 6 0	6 5 6	1 0 11
X	1	6·0	4 8 0	4 8 0	0 12 0
Y	5	5·6	2 7 0	2 15 7	0 10 4
Z	3	5·8	3 5 5	4 5 1	0 11 10
AA	20	5·0	2 8 5	5 2 6	1 0 4
AB	13	6·0	3 0 11	7 4 9	1 3 6
AC	3	5·0	3 8 0	4 12 0	0 15 2
AD	6	6·0	3 12 10	5 0 4	0 13 2

Contract Labour

Individual System

Mine No.	No. of Samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. A. P.	Rs. A. P.	Rs. A. p.
A	6	5·8	5 7 6	5 15 0	1 0 3
B	4	4·5	3 1 6	3 9 9	0 12 10
C	5	6·0	2 5 10	5 9 7	0 14 11
D	18	4·7	1 15 4	3 0 3	0 10 3
E	4	3·0	2 1 0	2 8 4	0 13 6
F	2	6·0	5 4 0	6 2 0	1 0 4
G	1	6·0	4 8 0	4 8 0	0 12 0

OCCUPATION

BANKSMEN

(Surface)

Sarkari Labour — Individual System						Contract Labour — Individual System					
Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings	Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. A. P.	Rs. A. P.	Rs. A. P.				Rs. A. P.	Rs. A. P.	Rs. A. P.
A	11	6·0	4 9 8	4 9 8	0 12 3	A	5	6·0	5 10 0	6 3 0	1 0 6
B	3	6·0	3 0 0	3 0 0	0 8 0	B	5	6·0	2 4 0	5 5 5	0 14 3
C	4	6·0	6 0 0	6 0 0	1 0 0	C	4	6·0	4 8 0	4 8 0	0 12 0
D	4	6·0	3 1 6	3 9 9	0 11 0	D	25	5·1	2 0 9	3 2 3	0 9 10
E	2	6·0	3 6 0	4 13 0	0 12 10	E	4	5·0	3 4 6	3 4 6	0 10 6
F	6	5·5	3 4 6	5 15 3	1 1 4	F	4	6·0	6 0 0	7 2 0	1 3 0
G	9	6·0	3 0 0	4 14 0	0 13 0	G	9	4·1	2 9 5	3 4 1	0 12 1
H	6	6·0	4 8 0	7 1 4	1 2 11	H	2	6·0	5 4 0	6 2 0	0 14 0
I	3	4·2	2 13 10	3 6 2	0 13 0	I	2	6·0	4 8 0	4 8 0	0 12 0
J	2	4·5	2 13 10	4 2 0	0 14 8						
K	3	6·0	2 4 0	4 12 0	0 12 8						
L	2	6·0	3 6 0	5 11 0	0 15 2						
M	2	6·0	3 9 0	4 14 6	0 13 3						
N	13	4·0	2 0 7	3 13 9	0 13 2						
O	7	5·0	3 12 0	3 12 0	0 12 0						
P	2	6·0	4 2 0	4 13 0	0 12 10						
Q	2	6·0	5 10 0	6 1 0	1 0 2						
R	2	6·0	5 10 0	5 10 0	0 15 0						
S	4	6·0	3 12 0	3 12 0	0 10 0						
T	3	6·0	3 8 0	4 4 0	0 11 4						
U	5	4·8	3 9 0	3 15 7	0 12 0						
V	3	6·0	5 4 10	6 3 10	1 0 6						
W	5	4·8	2 9 3	3 0 5	0 10 1						
X	2	6·0	2 4 0	4 2 0	0 11 0						
Y	3	6·0	2 10 0	5 9 6	0 14 10						
Z	5	5·2	3 0 3	4 1 10	0 12 8						
AA	19	5·6	2 8 5	4 15 9	0 14 4						
AB	7	5·5	2 14 7	6 1 9	1 0 6						
AC	2	6·0	3 12 0	6 9 0	1 1 6						
AD	6	5·2	3 0 8	4 9 4	0 15 2						

Sarkari Labour						Contract Labour					
Individual System						Individual System					
Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings	Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. A. P.	Rs. A. P.	Rs. A. P.				Rs. A. P.	Rs. A. P.	Rs. A. P.
					(*Underground*)						
A	14	4·1	1 15 6	3 9 11	0 14 0	A	15	4·9	3 1 4	3 2 0	0 10 2
B	16	5·9	4 2 11	4 2 11	0 11 3	B	5	5·6	2 14 0	3 9 2	0 10 2
C	4	6·0	3 0 0	3 14 6	0 10 5						
D	12	4·0	1 14 4	2 6 6	0 9 5						
E	10	5·7	2 13 7	4 7 2	0 12 6						
F	30	4·6	1 7 2	2 0 5	0 7 6						
G	10	4·6	3 13 4	3 6 5	0 11 6						
H	22	4·1	3 1 1	3 1 1	0 12 0						
I	11	6·0	2 12 0	3 12 0	0 10 0						
J	4	5·7	2 9 6	3 5 0	0 9 3						
K	16	4·1	1 2 3	2 4 7	0 9 0						
L	78	5·3	2 10 6	2 13 4	0 8 1						
M	17	4·8	3 9 2	3 9 2	0 12 0						
N	13	4·4	1 5 11	2 0 11	0 7 6						
O	3	5·6	2 13 4	2 13 4	0 8 0						
P	16	4·3	1 14 2	2 11 1	0 10 0						
Q	2	3·0	1 11 0	1 11 0	0 9 0						
R	4	2·5	1 1 6	1 1 6	0 7 0						
S	24	5·3	3 15 6	4 13 0	0 14 7						
T	4	3·7	2 3 11	2 3 11	0 9 0						
U	7	4·3	1 9 9	3 2 3	0 11 9						
V	88	4·3	1 9 8	3 9 8	0 13 6						
W	16	5·7	1 14 0	3 9 0	0 9 6						
X	149	5·2	2 10 9	3 5 7	0 10 7						
					(*Quarry*)						
						A	3	4·0	3 6 8	3 14 8	0 15 8

OCCUPATION

Line Coolies

Sarkari Labour — Individual System						Contract Labour — Individual System					
Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings	Mine No.	No. of Samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
					(*Underground*)						
			Rs. A. P.	Rs. A. P.	Rs. A. P.				Rs. A. P.	Rs. A. P.	Rs. A. P.
A	41	5·6	3 8 7	4 1 6	0 11 7	A	10	5·3	5 4 10	5 10 10	1 1 2
B	18	4·5	1 15 10	3 3 3	0 11 5	B	6	5·0	3 2 0	3 2 0	0 10 0
C	17	5·6	3 8 4	5 1 2	0 14 6	C	5	6·0	2 4 0	3 11 5	0 9 11
D	5	5·5	3 13 7	3 14 7	0 11 3	D	2	5·1	3 13 6	3 13 6	0 12 4
E	4	4·5	2 7 0	3 1 3	0 11 3	E	6	4·2	3 10 8	3 10 8	0 14 0
F	2	3·7	2 13 0	2 13 0	0 12 0	F	4	6·0	4 8 0	5 4 0	0 14 0
G	1	6·0	2 4 0	3 0 0	0 8 0	G	1	6·0	4 8 0	4 8 0	0 12 0
H	14	4·9	2 0 3	3 10 3	0 11 9	H	1	6·0	3 12 0	4 8 0	0 12 0
I	5	3·6	3 4 0	3 10 10	1 0 2	I	5	5·8	4 5 7	5 6 10	0 14 11
J	3	6·0	2 10 0	4 11 0	0 12 6						
K	7	6·0	2 13 0	4 14 9	0 13 2						
L	5	5·2	3 15 0	4 6 5	0 13 5						
M	2	4·1	2 1 0	2 10 6	0 10 4						
N	2	6·0	3 6 0	3 6 0	0 9 0						
O	3	6·0	5 4 0	6 0 0	1 0 0						
P	7	5·9	4 0 5	4 12 2	0 13 0						
Q	2	6·0	5 2 0	6 0 3	1 0 1						
R	3	4·3	3 1 4	3 1 4	0 11 5						
S	6	4·3	2 3 6	2 3 6	0 8 2						
T	3	5·6	3 5 4	5 0 0	0 14 1						
U	12	5·5	2 15 6	3 10 8	0 10 4						
V	48	4·9	1 15 8	3 12 9	0 12 6						
W	27	5·7	2 8 4	6 5 1	1 0 2						
X	10	5·5	2 1 0	4 0 8	0 11 9						
Y	11	3·6	2 6 9	2 13 2	0 12 4						
Z	49	4·8	2 11 9	3 11 7	0 13 0						
AA	7	5·1	1 14 10	3 13 2	0 11 11						

OCCUPATION

(Line Coolies)

Sarkari Labour						Contract Labour					
Individual System						Individual System					
Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings	Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. A. P.	Rs. A. P.	Rs. A. P.				Rs. A. P.	Rs. A. P.	Rs. A. P.
A	1	6·0	3 6 0	4 2 0	0 11 0						
B	16	5·5	3 6 3	3 13 0	0 11 1						
C	2	6·0	3 9 0	3 9 0	0 9 6						
D	3	6·0	2 4 0	4 9 4	0 12 3						
E	4	4·7	2 4 7	2 15 0	0 9 7						
F	4	6·0	2 3 3	3 10 6	0 9 9						
G	1	5·0	3 2 0	3 12 0	0 12 0						
H	7	5·1	3 3 5	3 6 3	0 10 6						
I	5	5·2	1 14 7	3 11 6	0 11 5						
J	4	4·5	1 14 11	3 0 9	0 10 (*Quarry*)						
									Rs. A. P.	Rs. A. P.	Rs. A. P.
							18	5·9	5 14 3	6 4 11	1 1 2

OCCUPATION

PROPPING COOLIES

(*Underground*)

Sarkari Labour					Contract Labour				
Individual System					Individual System				
Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings	Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
			Rs. A. P.	Rs. A. P.	Rs. A. P.				Rs. A. P.	Rs. A. P.	Rs. A. P.
A	23	5·8	4 5 2	5 10 7	0 15 9	A	13	5·2	5 2 6	5 6 2	1 0 9
B	3	6·0	3 10 0	4 4 4	0 11 5	B	3	5·3	6 5 4	6 5 4	1 3 0
C	8	4·1	2 1 0	3 1 6	0 12 0	C	6	5·3	4 10 8	5 5 4	1 0 0
D	2	6·0	3 12 0	5 7 0	0 14 6						
E	90	4·6	3 7 10	4 0 6	0 13 10						
F	4	5·0	5 0 0	5 0 0	1 0 0						
G	3	4·6	2 5 4	3 4 0	0 11 2						
H	11	5·6	3 7 11	4 4 1	0 12 2						
I	6	4·3	1 13 11	3 7 8	0 12 10						
J	2	4·0	3 11 0	4 3 0	1 0 9						
K	17	4·5	4 3 1	4 3 1	0 15 0						
L	19	3·9	1 13 8	3 3 6	0 13 5						
M	51	4·3	2 8 4	3 15 6	0 14 7						
N	9	3·3	2 9 4	2 9 4	0 12 5						
O	7	5·4	3 6 3	4 1 1	0 12 0						
P	5	6·0	5 4 0	6 3 2	1 0 6						
Q	5	3·6	3 15 0	4 6 0	1 1 6						
R	10	5·7	3 9 0	6 1 5	1 1 1						
S	8	5·9	3 10 3	4 6 0	0 11 2						
T	117	5·7	2 15 2	5 0 11	0 15 7						
U	114	5·4	3 1 3	6 7 11	1 2 4						
V	21	5·8	4 1 5	5 7 11	0 15 3						
W	7	3·4	1 13 2	5 0 1	1 1 10						

HAZRI COOLIES

Sarkari Labour — Individual System

Mine No.	No. of samples	Average No. of days worked.	Average weekly basic wages	Average weekly net earnings	Average daily net earnings.
			Rs. A. P.	Rs. A. P.	Rs. A. P.
A	21	6.0	5 5 2	6 3 4	1 0 7
B	7	2.6	1 14 10	1 14 10	0 12 0
C	17	3.9	2 11 5	2 11 5	0 11 0
D	60	5.3	4 6 0	4 11 1	0 14 2
E	6	5.3	3 7 4	3 13 4	0 12 0
F	18	4.8	1 3 1	1 12 9	0 6 0
G	2	3.0	1 0 6	1 6 6	0 7 6
H	3	2.2	1 9 2	1 9 2	0 11 7
I	12	3.7	1 12 0	2 5 1	0 10 0
J	2	5.0	3 7 0	3 12 0	0 11 0
K	61	4.4	3 12 0	4 4 2	0 15 7
L	45	2.2	1 3 9	2 1 10	0 15 8
M	21	3.9	1 7 9	1 8 6	0 6 7
N	69	6.0	2 4 0	2 4 0	0 6 0
O	18	5.2	1 9 10	2 6 9	0 7 6
P	3	6.0	3 4 0	3 10 0	0 9 8
Q	12	4.5	4 8 0	4 8 0	1 0 0
R	6	4.3	2 2 8	2 11 4	0 10 0
S	16	4.2	2 13 2	2 13 2	0 10 8
T	6	5.8	1 14 2	2 10 2	0 7 3
U	3	4.3	3 9 4	3 11 0	0 13 7
V	81	4.7	1 14 2	2 7 6	0 8 5
W	6	4.3	2 6 5	3 4 5	0 12 1
					(*Underground*)
A	53	5.2	3 15 3	4 11 7	1 4 5
	52	6.0	3 11 2	4 5 0	0 11 6
B	3	5.3	4 14 8	5 1 4	0 15 3
	6	6.0	4 2 0	4 13 0	0 12 10
C	3	3.3	2 8 0	2 8 0	0 12 0
D	26	3.8	2 2 3	2 2 3	0 9 0
E	8	4.6	1 8 3	2 1 6	0 7 3
	5	2.9	1 8 4	1 14 1	0 10 1

Contract Labour — Individual System

Mine No.	No. of samples	Average No. of days worked	Average weekly basic wages	Average weekly net earnings	Average daily net earnings
	(Surface).		Rs. A. P.	Rs. A. P.	Rs. A. p.
A	6	6.0	4 8 0	5 4 0	0 14 0
B	8	6.0	3 12 0	4 8 0	0 12 0

APPENDIX XVI

Table showing average daily earnings of Sarkari Labour in the different Collieries in the Central Provinces

Serial No.	Total No. of workers		Average number of days worked in the week		Average daily net earnings		Average weekly net earnings	
	Under-ground	Surface	Under-ground	Surface	Under-ground	Surface	Under-ground	Surface
1	2	3	4	5	6	7	8	9
					Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
1	544	92	5·3	5·9	0 12 10	0 9 10	4 4 2	3 10 0
2	208	100	4·8	5·6	0 13 11	0 9 6	4 3 1	3 5 8
3	298	210	5·6	5·4	0 10 2	0 10 7	3 9 1	3 9 9
4	282	128	5·5	5·4	0 15 11	0 10 7	5 7 2	3 9 6
5	60	4	5·1	5·8	0 12 5	0 13 4	3 15 2	4 12 11
6	10	29	4·4	5·2	0 10 6	0 8 7	2 14 2	2 12 3
7	1,129	629	4·4	5·8	0 14 2	0 15 1	3 14 2	4 10 1
8	4	3	4·5	6·0	0 13 8	0 12 0	3 13 6	4 8 0
9	12	27	5·3	5·1	0 12 4	0 10 10	4 1 9	3 6 11
10	67	96	4·6	4·2	0 14 6	0 10 9	4 2 8	2 13 0
11	69	47	4·1	4·0	0 8 9	0 11 5	2 4 2	2 13 11
12	39	100	3·9	4·7	0 12 9	0 12 4	3 2 0	3 10 4
13	182	91	3·9	5·4	0 11 8	0 8 8	2 14 11	2 14 0
14	135	217	4·1	3·3	0 13 0	0 9 9	3 4 11	2 0 3
15	62	35	4·7	5·9	0 10 1	0 11 4	3 8 3	4 3 2
Weighted Average	3,101	1,808	4·8	5·2	0 13 3	0 12 0	3 15 3	3 10 7

APPENDIX XVII

Table showing average daily earnings of Contract Labour in the different collieries in the Central Provinces

Serial No.	Total No. of workers		Average number of days worked in the week		Average daily earnings		Average weekly earnings.	
	Under-ground	Surface	Under-ground	Surface	Under-ground	Surface	Under-ground	Surface.
1	2	3	4	5	6	7	8	9
					Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
1	108	40	4·3	5·6	0 11 8	0 7 0	3 2 2	2 7 3
2	49	...	4·6	....	0 11 7	...	3 5 1	...
3	706	157	4·6	5·4	0 10 6	0 8 4	4 5 6	2 13 0
4	93	19	4·7	4·8	0 10 11	0 8 2	3 2 9	2 7 8
5	449	127	4·8	5·6	0 11 9	0 7 5	4 5 10	2 9 10
6	216	88	4·0	5·7	0 15 1	0 11 5	3 12 9	4 1 2
7	...	250	...	5·3	...	0 6 0	...	1 15 10
8	66	42	4·8	5·1	0 10 7	0 9 8	4 1 8	3 1 0
9	33	12	3·9	4·8	1 0 7	0 11 2	4 0 9	3 5 1
10	32	45	4·2	3·9	1 2 4	0 9 8	4 12 0	2 6 0
11	72	20	4·3	5·7	1 0 10	0 10 8	4 8 2	3 12 7
12	95	50	3·5	3·6	0 11 6	0 8 8	2 7 9	1 15 2
13	380	23	4·2	4·2	0 12 5	0 9 6	3 4 2	2 8 0
14	91	6	4·2	6·0	1 6 1	0 7 7	5 12 9	2 13 4
Weighted Average	2,390	879	4·5	5·2	0 12 5	0 8 1	3 15 9	2 9 10

APPENDIX XVIII

Statement showing the average number of tubs filled in a day and the size of the tub in the Pench Valley and Wardha Valley Coal Fields

Name of Colliery	Sarkari or Contract	Average number of tubs filled in one day	Size of the tub
Pench Valley			
1. Burkui Colliery	Sarkari	2·67	33·75 C. ft.
	Contract	3·77	30 ,,
2. Eklehra Colliery	,,	3·83	30 ,,
3. Datla Colliery	,,	4·17	26, 30 & 36 C. ft.
4. Rawanwara	,,	3·85	33·75 C. ft.
5. Damua	,,	2·97	18, 25, 30 C. ft.
6. Kalichhapar	,,	2·55	18, 25, 30 C. ft.
7. Newton Chickli	Sarkari	3·53	33·75 C. ft.
8. Parasia	Contract	3·53	30 C. ft. & 18 C. ft.
9. Palachauri	,,	2·44	27 C. ft. (13 Cwt.)
10. South Panara	,,	2·38	16 Cwt.
11. Junnardeo	,,	2·83	30 C. ft.
12. West Burkui	*	...	30 C. ft. (15 Cwt.)
Wardha Valley			
1. Shree Mahakali	Sarkari	1·98	30 & 36 C. ft.
2. †Ballarpur Colliery	Contract	4·85	24 C.ft.
3. †Rajur Colliery	,,	4·71	25 ,,

*Tub loaders are paid on time rate.
†Trammers & Tub Loaders is a combined occupation.

APPENDIX XIX

Table showing the amount and percentage of average weekly expenditure per family on various items at Jharia

(Based on the analysis of 999 budgets)

Groups	Items	Average quantity consumed	Average weekly expenditure	Percentage to total weekly expenditure.
		Mds. Srs. chs,	Rs. A. P.	
I. Food	*Cereals*			
	1. Rice	0 12 10	4 1 7	41·29
	2. Wheat	0 0 5	0 1 9	1·10
	3. Wheat flour	0 0 8	0 3 8	2·31
	4. Bajra	..	0 0 1	0·05
	5. Chatto	0 0 1	0 0 7	0·37
	6. Maize	0 0 1	0 0 2	0·10
	7. Others	0 0 1	0 0 3	0·16
	Total	0 13 10	4 8 1	45·38
	Pulses			
	8. Masoor Dal	0 0 4	0 1 9	1·10
	9. Urad Dal	..	0 0 2	0·10
	10. Gram Dal	0 0 3	0 0 11	0·58
	11. Arhar Dal	0 1 11	0 10 7	6·67
	12. Others	0 0 1	0 0 3	0·16
	Total	0 2 3	0 13 8	8·61

Groups	Items	Average quantity consumed	Average weekly expenditure	Percentage to total weekly expenditure
	Meat, Fish, Eggs	Mds. Srs. Chs.	Rs. A. P.	
	13. Mutton	0 0 3	0 5 2	3·25
	14. Beef	...	0 0 3	0·16
	15. Fish	0 0 1	0 1 2	0·74
	16. Fowls	..	0 0 1	0·05
	17. Others	0 0 4	0 3 10	2·41
	Total	0 0 8	0 10 6	6·61
	Milk & Milk Products			
	18. Milk	0 0 2	0 1 2	0·73
	19. Curd	..	0 0 1	0·05
	20. Ghee (Pure)	..	0 0 3	0·16
	Total	0 0 2	0 1 6	0·94
	Oils			
	21. Mustard oil	0 0 5	0 6 1	3·83
	Total	0 0 5	0 6 1	3·83
	Vegetables & Fruits			
	22. Vegetables	..	0 9 5	5·93
	Total	..	0 9 5	5·93
	Salt & Spices.			
	23. Salt	0 0 10	0 1 7	1·00
	24. Spices	..	0 3 3	2·04
	Total	0 0 10	0 4 10	3·04
	Sugar			
	25. Sugar	0 0 1	0 0 5	0·26
	26. Gur	0 0 6	0 2 0	1·26
	Total	0 0 7	0 2 5	1·52
	Others			
	27. Sweetmeats	..	0 1 0	0·63
	28. Pickles & Preserves	..	0 0 1	0·05
	29. Tea	..	0 0 5	0·26
	30. Refreshments (Consumed away from home).	..	0 1 4	0·85
	31. Other foodstuffs	..	0 0 1	0·05
	Total	..	0 2 11	1·84
	Total for all items of Food	..	7 11 5	77·70
II. Fuel & Lighting	*Lighting*			
	1. Kerosine oil	0·13	0 0 6	0·31
	2. Match Boxes	0·23	0 0 3	0·16
	Total for Fuel and Lighing	0·36	0 0 9	0·47
III. House rent		...	...	...
IV. Clothing & Foot wear	*Clothing (Men)*	Average Number in use	Rs. A. P.	
	1. Dhoties	1·22	0 1 6	0·94
	2. Shirts	0·94	0 1 2	0·74
	3. Under garments	0·37	0 0 4	0·21
	4. Lungis	0·60	0 0 6	0·32
	5. Gamchas	1·00	0 0 10	0·5
	6. Pyjamas	0·05	0 0 1	0·0
	7. Pants, half pants & short	0·12	0 0 2	0·1
	Total	4·30	0 4 7	2·8

N. B.—No expenditure on fuel and house rent as these are supplied free.

Groups	Items	Average number in use	Average weekly expenditure	Percentage to total weekly expenditure
			Rs. A. P.	
	Footwear (Men)			
	8. Shoes	0·18	0 0 3	0·16
	Total	0·18	0 0 3	0·16
	Clothing (Women)			
	9. Sarees	2·00	0 2 8	1·68
	10. Kurtas	1·02	0 0 9	0·47
	11. Gamchas	0·05	0 0 1	0·05
	Total	3·13	0 3 6	2·20
	Clothing (Male Children)			
	12. Dhotis & Lungis	0·19	0 0 2	0·10
	13. Shirts	0·55	0 0 6	0·32
	14. Pants & Half pants	0·30	0 0 3	0·16
	15. Gamchas	0·11	0 0 1	0·05
	16. Under garments	0·06	0 0 1	0·05
	Total	1·29	0 1 1	0·68
	Footwear (Male Children)			
	17. Shoes	0·01	0 0 1	0·05
	Total	0·01	0 0 1	0·05
	Clothing (Female Children)			
	18. Sarees	0·33	0 0 5	0·27
	19. Frocks	0·09	0 0 1	0·05
	20. Ghagrees	0·02	0 0 1	0·05
	21. Kurtas	0·44	0 0 3	0·16
	22. Gamchas	0·05	0 0 1	0·05
	Total	1·03	0 0 11	0·58
	Total—clothing and Footwear for Men, women and children	...	0 10 5	6·56
V. Bedding & Household requisites.	*Bedding*			
	1. Blankets	...	0 0 1	0·05
	2. Bed Sheets	...	0 0 2	0·11
	Total	...	0 0 3	0·16
	Cooking Utensils			
	3. Cooking pots	0·01	0 0 1	0·05
	4. Earthen pots	0·23	0 0 8	0·42
	Total	0·24	0 0 9	0·47
	Total for Bedding and Household requisites	...	0 1 0	0·63

Groups	Items	Average weekly expenditure	Percentage to total weekly expenditure
VI. Miscellaneous	*Toilet requisites*—		
		Rs. A. P.	
	1. Soap (Toilet)	0 0 1	0·05
	2. Soap (Washing)	0 4 2	2·63
	3. Tooth sticks	0 0 2	0·10
	4. Hair Oils	0 0 9	0·47
	5. Combs	0 0 2	0·10
	6. Shave & hair cuts	0 1 5	0·90
	Total	0 6 9	4·25
	Intoxicants—		
	7. Liquor	0 8 0	5·04
	8. Toddy	0 0 8	0·42
	9. Chewing Tobacco	0 2 5	1·52
	10. Ganja Charas	0 0 1	0·05
	11. Cigarettes	0 0 1	0·05
	12. Pan Supari	0 0 4	0·21
	13. Opium	0 0 1	0·05
	14. Bidis	0 1 11	1·21
	15. Hukkah	0 0 9	0·47
	Total	0 14 4	9·02
	Others—		
	16. Gifts & Presents	0 0 1	0·05
	17. Postage	0 0 1	0·05
	18. Travelling expenses	0 1 2	0·74
	19. Subscriptions	0 0 1	0·05
	20. Grinding charges	0 0 1	0·05
	21. Medicines	0 0 1	0·05
	22. Religious Festivals	0 0 5	0·28
	23. Others	0 0 2	0·10
	Total	0 2 2	1·37
	Total for Miscellaneous items	1 7 3	14·64
	Total weekly family expenditure	9 14 10	100·00

APPENDIX XX

Average weekly budget of a coal mine worker in Pench Valley in November 1945—January 1946

Groups	Items	Average quantity consumed	Average weekly expenditure
Food			
	Cereals	Md. Sr. Ch.	Rs. A. P
	1. Wheat	0 4 0	0 11 5
	2. Rice	0 4 2	0 9 9
	3. Jowar	0 6 6	0 9 6
	4. Birra (gram wheat)	0 0 9	0 2 5
	5. Other cereals	0 0 7	0 1 10
	Total	0 15 8	2 2 11
	Pulses		
	6. Arhar Dal	0 1 5	0 4 4
	7. Tur Dal	0 0 1	0 0 6
	8. Masur Dal	...	0 0 2
	9. Urad Dal	0 0 7	0 0 7
	Total	0 1 13	0 5 7

Groups	Items	Average quantity consumed	Average weekly expenditure
	10. *Meat & Eggs	0 0 4	0 5 9
	Milk & Milk Products		
	11. Milk	0 0 10	0 3 2
	12. Ghee	0 0 2	0 5 0
	Total	0 0 12	0 8 2
	Oils		
	13. Sweet Oil	0 0 8	0 6 6
	14. Cocanut Oil	...	0 0 1
	15. Mustard Oil	0 0 1	0 0 4
	16. Sarson Oil	...	0 0 4
	Total	0 0 9	0 7 3
	17. Vegetables	...	0 10 11
	18. Salt & Spices	...	0 7 3
	19. Sugar	...	0 0 2
	20. Gur	0 0 8	0 3 6
	21. Tea & refreshments	...	0 1 3
	Total for all items of Food	0 0 8	5 4 9
Clothing—			
	Men—		
	1. Dhotis	...	0 1 5
	2. Shirts	...	0 1 10
	3. Coats	...	0 0 9
	*4. Pants & half pants	...	0 0 8
	5. Pyjamas	...	0 0 3
	6. Bundis	...	0 0 2
	7. Lungis & Puneha	...	0 0 2
	Total clothing for Men	...	0 5 3
	Women—		
	8. Sarees	...	0 4 6
	9. Cholies	...	0 1 0
	10. Shirts	...	0 0 5
	11. Pyjamas	...	0 0 4
	12. Orhnis	...	0 0 1
	Total clothing for Women	...	0 6 4
	Children (Male)—		
	13. Shirts	...	0 0 4
	14. Half Pants	...	0 0 2
	Total clothing for male children	...	0 0 6
	Children (Female)—		
	15. Sarees	...	0 0 3
	16. Frocks	...	0 0 2
	17. Pyjamas & Shirts	...	0 0 1
	Total clothing for female children	...	0 0 6
	Total Expenditure on clothing	...	0 12 7
	Item		Rs. A. P.
Miscellaneous—			
	1. Washing Soap		0 3 1
	2. Barber		0 3 0
	3. Liquor (Mahuda)		0 7 1
	4. Chewing tobacco		0 0 2
	5. Ganja		0 0 3
	6. Pan-Supari		0 3 3
	7. Bidis		0 9 1
	8. Smoking tobacco		0 0 10
	9. Amusements		0 0 11
	Total expenditure on miscellaneous items		1 11 8
	Total Expenditure of the family		7 13 0

APPENDIX XXI

AMENDMENTS OF THE BOARD'S BYE-LAWS

(Notification No. 6856 L.S.G. Dated 30th December 1944)

1. In part I of the said bye-laws—

(*a*) after bye-law 1, the following bye-law shall be inserted, namely :—

" 1-A. No owner, agent or manager of a mine shall construct any new buildings intended for the housing of labourers on collieries without submitting plans to and obtaining approval from the Medical Officer of Health who shall have the right to suggest alterations subject to the approval of the Board.

(*b*) for sub-clauses (*a*), (c) and (*d*) of clause (1) of bye-law 4, the following sub-clauses shall be respectively substituted, namely :—

" (*a*) The minimum dimensions of each of the rooms shall be—

Floor space	150 sq. ft.
Air space	1500 C.ft.
Average height	10 ft.
Width	10 ft.

(*c*) The roof shall be weather proof and constructed of concrete, masonry or tiles. Where tiles are used, the slope of the roof shall not be less than 1 in 2·5.

(*d*) The floor shall be at least one foot above ground level and shall be stone laid in mortar burnt bricks laid in mortar or concrete and shall be completed with cement plaster of at least ¼" in thickness, The level of any room shall not be lower than the level of the verandah. "

(*c*) for clause (2) of bye-law 4, the following clauses shall be substituted, namely :—

" (2) No more persons shall be accommodated in any room than will allow to each adult—

Floor space	50 sq. ft.
Air space	500 c. ft.

and half such space for each child. ".

(*d*) in bye-law 4, after clause (2) the following clause shall be added, namely—

" (3) Every block of houses shall be provided with a *pucca* drain for the outlet of waste water ".

(*e*) for bye-law 5, the following bye-law shall be substituted, namely:—

" 5. No block of houses shall contain more than twenty rooms in a line. Back to back *dhowrahs* not be constructed on any colliery. "

(*f*) for the proviso to bye-law 16, the following proviso shall be substituted, namely—

" Provided that when an application for licence has been submitted in respect of any house, the house shall be treated as licensed pending the decision of the Board, unless its occupation is expressly prohibited by an order, in writing, of the Chairman ", and

(*g*) after bye-law 20, the following bye-law shall be inserted, namely—

" 20-A. The owner, agent or manager of a mine shall be held liable if on lands with surface rights belonging to the owner, labourers are found living in unlicensed houses built either by the labourers or by the owner, agent or manager.

II. In part II of the said bye-laws for clause (*a*) of bye-law 8, the following clause shall be sub-substituted, namely—

" (*a*) The surface boundaries of the property and the surface in the *Khas* possession of the mine owner ".

APPENDIX XXII

Statement showing the housing and sanitary arrangements in the sampled mines in the Jharia Coalfields

Collieries	Number of workers	Number of *dhowrahs*	Number of back to back *dhowrahs*	Average floor space	Percentage of the workers housed to the total number of workers	Colliery population	Average number of persons per *dhowrah*
				Sq. ft.			
I	3,271	724	192	100 to 143	40	3,771	5·2
II	1,736	565	100	100 to 150	50	2,500	4·4
III	3,153	1,355	350	,,	65	4,000	4·0
IV	2,344	1,147	214	,,	70	4,587	3·2
V	777	156	...	,,	30	500	7·0
VI	594	41	20	,,	10	297	8·7
VII	310	86	...	,,	40	325	5·6
VIII	1,028	229	120	,,	34	1,300	4·5
IX	57	20	20	,,	52	90	4·5
X	415	138	22	,,	49	621	6·8
XI	257	22	20	,,	12	150	4·6
XII	477	103	100	,,	35	475	4·0
XIII	817	100	100	,,	20	400	4·1
XIV	1,041	360	20	,,	52	1,500	5·4
XV	1,048	265	10	,,	45	1,446	5·1
XVI	752	297	246	,,	60	1,530	3·0
XVII	868	331	301	,,	50	993	5·1
XVIII	1,022	339	154	,,	95	1,750	1·9
XIX	471	182	172	100	58	332	4·0
XX	396	54	32	100 to 150	50	218	2·2
XXI	431	158	156	,,	59	344	1·4
XXII	643	186	86	,,	31	261	3·0
XXIII	158	91	70	,,	40	273	3·2
XXIV	123	19	16	,,	15	60	2·0
XXV	70	49	16	,,	9	45	3·1
XXVI	495	63	36	,,	26	200	3·1
XXVII	380	187	177	,,	20	120	11·2
XXVIII	277	21	...	,,	81	237	3·0
XXIX	196	199	100	,,	100	597	6·3
XXX	1,736	436	24	,,	80	2,747	3·5
XXXI	366	41	20	,,	33	263	3·5
XXXII	265	7	...	,,	5	36	5·1
XXXIII	1,110	616	300	,,	80	1,700	3·0
XXXIV	194	100	...	,,	75	210	2·1
XXXV	197	187	170	100	50	240	4·4
XXXVI	1,552	436	216	120	50	2,330	3·5
Total	28,027	9,310	3,580	...	54·14	36,448	3·9

APPENDIX XXIII

Statement showing the housing and sanitary arrangements in the sampled mines in the Raniganj Coalfields.

Collieries	Number of workers employed	Total number of rooms	Number of back to back rooms	Size of the room	Colliery population	Average number of persons per room	Water supply	Sanitation	Remarks
				Sq. ft.					
I	1,855	460	420	120	2,600	5·7	Wells	Not satisfactory	In all the *dhowrahs* there are Brick holes for the ventilation purpose. The total number of *dhowrahs* is 4,537. They are classified as below :—
II	1,011	136	36	120	735	5·4	Do.	Do.	
III	279	22	10	120	127	5·8	Do.	Do.	
IV	37	10	...	120	59	5·9	Do.	Do.	
V	825	560	...	120	3,190	5·7	Do.	Do.	
VI	47	12	...	120	66	5·5	Do.	Do.	
VII	82	51	...	120	168	3·3	Do.	Do.	
VIII	726	225	...	120	1,216	5·4	Do.	Do.	
IX	967	247	...	120	1,075	4·4	Wells and taps	Satisfactory.	
X	196	140	...	120	600	4·3	Wells	Not satisfactory.	
XI	275	206	...	120	880	4·3	Do.	Do.	
XII	430	118	...	120	650	5·5	Do.	Do.	
XIII	581	128	...	120	1,044	8·1	Do.	Do.	
XIV	502	236	...	110	1,300	5·5	Wells and taps	Do.	
XV	381	136	...	110	912	6·7	Wells	Do.	
XVI	305	50	...	120	518	10·0	Do.	Do.	
XVII	205	10	...	120	60	6·0	Do.	Do.	
XVIII	207	95	...	100	666	7·0	Do.	Do.	
XIX	103	35	20	120	248	7·0	Do.	Do.	
XX	356	88	...	120	800	9·0	Do.	Do.	
XXI	230	110	...	120	560	5·1	Do.	Do.	
XXII	101	44	...	100	315	7·1	Do.	Do.	
XXIII	442	118	118	96	792	6·7	Do.	Do.	
XXIV	424	160	...	120	1,017	6·3	Do.	Do.	
XXV	37	20	...	120	111	5·5	Do.	Do.	
XXVI	635	250	...	120	1,500	6·0	Do.	Do.	
XXVII	265	84	...	120	525	6·2	Do.	Do.	
XXVIII	196	77	20	100	374	6·6	Do.	Do.	
XXIX	231	91	...	100	483	5·3	Do.	Do.	
XXX	232	27	...	120	172	6·0	Do.	Do.	
XXXI	411	32	...	120	287	8·7	Do.	Do.	
XXXII	399	149	...	120	738	5·0	Do.	Do.	
XXXIII	226	50	10	120	316	6·3	Do.	Do.	
XXXIV	339	110	20	120	715	6·5	Do.	Do.	
XXXV	66	30	...	120	150	5·0	Do.	Do.	
XXXVI	333	77	...	120	532	6·9	Wells and taps	Do.	
XXXVII	205	36	...	120	236	6·6	Wells.	Do.	
XXXVIII	212	65	20	110	475	7·0	Do.	Do.	
XXXIX	139	42	42	120	272	6·5	Do.	Do.	
TOTAL	14,493	4,537	716	...	26,484	5·0			

Arched roof	1,482
Pucca flat roof	30
Country tiles	2,006
Tin shed	20
Straw thatched	325
Ranigunj tile roof	362
Corrugated iron sheet roof	232
Asbestos cemented sheet roof	10
Corrugated iron sheet roof and walls	70
Total	4,537

APPENDIX XXIV

Statement showing the Housing & Sanitary arrangements in the sampled Mines in the Central Provinces Coalfields

Collieries	Number of workers	Number of workers housed	Percentage of the workers housed to the total number of workers	Size of the room & Varandah, if any		Congestion	Description of the room	Water Supply	Number of Latrines
				Room	*Verandah*				
Pench Valley									
I (1)	120	36	30	8′×10′×7′ to 10′×12′×8′	...	4 persons	Mud walls, thatched roof, Bamboo matings.	3 wells.	...
II (2)	289	225	80	10′×10′	10′×5′	5 ,,	Back to Back & single quarters, also tile roof,	3 ,,	6
III (1)	165	112	70	10′×10′	10′×6′	3 ,,	Brick houses, Tin & country tile roof.	5 ,,	2
IV (3)	226	79	35	10′×10′	..	4 ,,	..	wells	2
V (2)	1,840	1,472	80	8′×10′	..	3 to 4 ,,	..	,,	..
VI (2)	431	107	25	10′×10′	..	4 to 5 ,,	..	,,	..
VII (1)	145	109	75	12′×12′	12′×10′	4 ,,	Mud & brick walls, tile roofs.	,,	..
VIII (1)	159	120	80	10′×10′	..	5 ,,	..	3 ,,	5
IX (1)	237	138	60	10′×10′	..	4 ,,	..	Natutral springs, wells	..
X (1)	112	32	15	12′×12′	15′×12′	3 ,,	..	Wells	..
XI (1)	259	103	40	8′×10′ to 10′×12′	..	4 ,,		*Nalas*, springs & tank water	4
XII (1)	203	150	75	10′×10′	..	5 ,,	..	Wells	..
XIII (1)	603	480	80	10′×10′ to 15′×10′	..	4 to 5 ,,	Country tiles, Brick walls	4 wells & river	12
XIV (1)	2,301	1,955	85	12′×10′	..	4 ,,	Country tiles, Brick walls, court yard provided.	15 wells	8
XV (7)	10,001	7,500	75	10′×10′ & 12′×10′	12′×5′	4 ,,	Brick walls, country tile roofs.	Wells, river & mine water	Latrines provided.
Wardha Valley									
XVI (3)	3,126	786	25	10′×10′, 10′×8′ & 10′×12′	..	5 ,,	Back to Back as well as single quarters.	5 taps (mica water)	..
XVII (1)	183	145	80	..	..	4 ,,	Bamboo mattings	Taps	..
XVIII (1)	378	240	65	..	..	4 to 5 ,,	Thatched roofs	7 wells	...
XIX (1)	367	198	55	..	..	3 to 4 ,,	Bamboo walls.	5 ,,	...
TOTAL	21,145	13,987	66	..	..	About 4 to 5 persons		—	

APPENDIX XXV

Statement showing the Housing & Sanitary arrangements in the Sampled Mines in the Assam Coalfields.

Collieries		Number of workers employed	Total number of workers housed	percentage of workers housed	Types of houses *pucca*	*kutcha*	Number of rooms, size & description	Water Supply	Number of latrines	Congestion
I	(4)	3,351	3,183	95	2,200	..	2,200 rooms 10′×10′, 10′×6′ & 12′×10′ Old ones —Tinned roof, bamboo walls, new ones—asbestos roof, brick walls. All having a window.	Tapes provided	One latrine for 4 blocks, i.e., 32 houses. Bucket & septic tank type latrines. Good drainage.	3 to 4 persons in one house.
II	(1)	295	295	100	..	245	245 rooms. 20′×12′ to 40′×10′, thatched roof, *Bamboo* walls.	Tap water. About 10 taps provided.	20 latrines. 8 sweepers to clean the camps.	6 to 7 persons per room.
III	(1)	134	67	50	..	60	60 rooms, thatched houses	*Nallas* & springs.	..	3 to 4 persons.
TOTAL	(6)	3,780	3,545	94	2,200	305	2,505 rooms			

APPENDIX XXVI

Extracts from the Memorandum furnished by Dr. V. R. Khanolkar, B.Sc., M.D. (Lond.) on Mine Occupational diseases.

An attempt has been made in the following note to present some facts regarding three occupational diseases in as non-technical a language as possible. It is assumed that interested person would be in possession of some general knowledge regarding the hazards entailed in the industrie f where these diseases are prevalent and that a perusal of these notes will stimulate them to refer to authoritative sources containing complete descriptions and detailed measures regarding thei diagnosis, prevention and cure. A reference has therefore been made to sources where a list or useful bibliography will be found. During the course of my work I have had an opportunity of being acquainted with only two of these four diseases; and the notes on these two are based on personal observation supplemented by reading and discussion with other colleagues. The notes on the other two conditions being derived purely from reference to literature, are necessarily incomplete and probably of little value.

I. *Ankylostomiasis* :—This disease is due to an infestation of the human intestine by small worms, flesh coloured, about ½ an inch long and the thickness of a coarse thread. The adult parasites (males as well as females) attach themselves to the inner lining of the gut by sharp hook like teeth in their buccal aperture (hence the appelation hook worm or ankylostoma); and in a heavily infected person may number as many as 4,000 to 6,000. The life of the adult worm in the intestine is limited to few years. A person gets spontaneously cured if fresh infection does not occur, as the eggs cannot develop inside the human body. Unfortunately such an eventuality is very rare. The eggs are voided with human excreta which may contain as many as 15,000 to 20,000 ova *per gramme* of the material. An adult female parasite discharges about 9,000 eggs per day. The eggs in the faecal material, under suitable conditions of humidity and temperature (which are usually prevalent in most parts of India) develop into larvae, which moult twice and in about 5 to 7 days reach the proper phase of development to infect a human host. After coming in contact with any bare part of the body, the larva throws off its outer envelope and proceeds to penetrate the skin, more easily through a broken surface. During this process it sets up an irritation which favours its passage to the deeper tissues. The larvae reach the blood stream after going through the superficial skin in about half an hour. The rest of its growth takes place inside the human host and takes about 2½ months for the adult worm to appear in the small intestine. There is no intermediate host and the cycle of developement can be arrested if the human skin could be protected from coming in contact with the soil fouled by human excreta. The larva pierces the naked skin easily and causes a sensation of itching and burning in most people, leading to characteristic lesions which are easily recognisable by the experienced eye. They have been known by lay people for a long time, under names such as ground itch, water itch, mazzamora (in Puerto Rico) *gourme des mineurs* (in France) and *panighao* (in Assam tea plantations). The danger of infection to workers with bare feet and mostly naked bodies is easily understood.

Ankylostomiasis may take some time before it reveals itself in characteristic clinical symptoms. Persons who harbour the worms without any outward manifestation of disease are more dangerous as agents in the spread of infection. The disease in a well marked case shows itself by pallor, a feeling of fatigue and lassitude. The skin gets hard, dry and rough. The person appears sad, dejected, indifferent and loathes exertion. He is prone to fall asleep at any time of the day. These symptoms may not appear unusual in many administrative establishments but would arrest attention in manual workers. We have been struck by the frequency of vague abdominal pains, nausea, and diarrhoea as the main complaints in many of our patients. Many persons develop a peculiar taste for eating clay or earth. The only reliable method of diagnosis consists in a careful and, if necessary, repeated microscopical examination of faecal material by trained observers for the presence of ankylostome ova. The examination of blood for anaemia and for an increase of eosinophiles (which may not be present in several cases) is a useful accessory examination.

Prevalence of the Disease :—The disease first attracted wide attention when the work of excavating the St. Gothard tunnel had to be stopped, because of an epidemic infection among Italian workers, and leading to a death of nearly 10,000 persons from severe anaemia. The Rockefeller Sanitary Commission, organised in 1909, have carried out world wide surveys showing infection rates of 36·7% in the middle States of U.S.A. and 88·2% in the Far East. In India the disease is widely prevalent. In Punjab for instance, where surveys were carried out in different districts since 1934, 4·1% of the persons examined showed evidence of infection in Hissar district and 87·5% in Jullundur. "About 60 to 80 per cent of the population of Bengal, Bihar, Orissa, eastern parts of the Central Provinces, some parts of the United Provinces and of the Punjab and also the east coast of Madras are infected, but the average number of worms harboured by the individual is not large".*

The hot humid dark atmosphere in most mines, lack of sanitary conveniences the sweat and grime covering the bodies of workers afford optimum conditions for the spread and continuance of disease. There are no detailed records available to us of the incidence of ankylostomiasis in mines in India. In the coal mines of Bengal 70% of the miners were carriers without apparent sequaelae. It is probable that the anaemia and lethargy in workers was taken for granted in Indian labour and not associated with any particular disease. In European countries the ankylostome infestation was widely prevalent 45 years ago. In the mining basin of Liege an enquiry revealed 50% carriers in certain mines. In the sulphur mines of Romagna and Sicily 80 to 90% of miners were infected (1899). In France, Briancon found that in certain shafts in

the St. Etienne region almost 92% of the miners were affected. Workers on coffee, tea, sugar, banana and tobacco plantations are very liable to hook worm infection and the disease has been known to be widely prevalent among them.

Treatment.—Modern treatment of ankylostomiasis is very effective and the rapid amelioration of symptoms is spectacular. This was shown, for instance, by the work of Rockefeller Sanitary Commission in the Southern States of U.S.A. The treatment can only be carried out efficiently in suitably equipped hospitals or dispensaries on in patients and not by ambulatory care. It has, however, been found that treatment of the sick alone is insufficient for combating ankylostomiasis in any particular region. It has to be supplemented by a series of sanitary measures and by effectively organised health education among the people. This may be illustrated by a single example. The Rockefeller Foundation inagurated an anti-hookworm campaign in a small island of 7,200 inhabitants (Antigua) in 1915. Ankylostoma infection was found in 29·8% of the population . As a result of two years work 1'972 persons were declared as cured. After a re-examination in 1922 it was found that 21.2% were again infected and most of the improvement effected previously had declined. It has been previously stated that the disease continues in most people by repeated reinfection.

In industrial concerns the education of the people and the provision of efficient sanitary conveniences constitute the most effective prophylactic measures. The education applies equally to workers as to the employers of labour. During a recent tour we were astonished to observe the ingenuous ignorance and some times calous indifference of industrialists and their work managers to the problems of health affecting the labour employed under them.

Prophylaxis :—The prophylactic measures have to be designed so as to attain :—

1. Prevention of the scattering of eggs of the parasites.

2. Arresting further development of the larvae and a destruction of those that may have already matured.

3. An avoidance of exposure of the bare parts of the body to moist earth. This may not be feasible for the workers in Indian mines, but a thorough cleaning at the end of the shift may minimise the severity of hookworm as well as other dermal affections.

The preventive measures may be briefly stated :—

1. Medical and laboratory examination of all new workers.

2. Periodic examination of old workers.

3. Treatment of all carriers and people suffering from the disease in dispensaries or hospitals.

4. Provision of closed pails in easily accessible parts of the galleries. The sprinkling of earth or clay on faecal material or burying it in shallow trenches is ineffective against the spread of disease.

5. Adequate provision of latrines, lavatories and bathrooms near the entrance to the mines and encouraging the miners to use them before going down the shaft and cleaning themselves after coming up from work.

6. Efficient sanitary facilities in or near the living quarters of all workers.

1. Bibliography of Hookworm Disease Rockefeller Foundation International Health Board Publication No. 11, 1922. New York City.

*2. Maplestone, P.A. and Muckerji, A. K.: Hookworm Infection in India. Health Bulletin

**3. Tomb, J. W.: Hookworm Infection in the coal mines of Bengal. Ind. Med. Gaz. 58, 473-476, 1923.

II. *Silicosis* :—The inhalation of dusts laden with suspended inorganic particles is followed by changes in the respiratory tract which may be mild and evanescent or long continued and fatal. The hazards, of occupation in dust laden atmosphere is too big a subject to be dealt with in a note of this type. One type of dust, however, deserves consideration because of the severity of the lesions in the lungs and the relative ignorance about its effects in this country. The health authorities ignore the existence of silicosis in their published reports and it is probable that many deaths resulting from it lie hidden in the unsorted block of respiratory diseases, which occupy an imposing place in Indian Vital Statistics. Silicosis is an insidious and gradual replacement of pulmonary tissue by a tough inelastic fibrous tissue leading to serious lowering of the respiratory functions of the body. In the earlier stages of the disease the lungs feel as if they were studded with fine shot. The granules appear to be widely scattered and present round, discrete, pigmented appearance. In more advanced cases the lungs adhere to the chest wall, with masses of gritty material between the adhesions. The fibrotic nodules in the lung become large and coalescent. They feel solid, airless, leathery and the functionally useful lung tissue is markedly reduced in amount. The lymph nodes in the hilum of the lung are enlarged, hard, and gritty on cutting. There appears to be a distinct tendency for a silicotic lung to favour a superimposed development of pulmonary tuberculosis. The natural defence processes of the body restrict the spread of tubercle bacilli which find easy access to the lungs of most people in congested habitations in India. This is the normal occurrence in a vast majority of people living in cities, villages, and busties, and only a small proportion succum to infection by tubercle abcilli This mechanism appears to be ineffective even in moderately developed cases of silicosis. The patient then begins to lose weight and appetite. He suffers from low fever, nightsweats, cough, and debility. Very often he loses his job at this stage and the management of an industrial concern are glad to be rid of him, when he expresses a desire to go back to his village. In the absence of any radiological records, careful follow up and *post mortem* examinations, it is not surprising that silicosis has not obtruded itself on the public health and other authorities.

The Cause of Silicosis:—Most of our early knowledge regarding the causation of silicosis is due to the studies undertaken by the Miners phthisis Medical Board in gold mines of South Africa. It was established that all dust particles did not lead to fibrosis of the lungs. The most harmful agent was an oxide of silicon, SiO 2 (silica). In its crystalline state it is identical with quartz and is believed to be so widely distributed as to constitute 60% of the earths crust. Silica occurs in earth, sand and rock either combined with other minerals as silicates, or in a free state. The free silica may be found either in an amorphous form as in Tripoli or "rotten stone" or in a crystalline form. It is the acid insoluble, crystalline form of free silica (with the exception of a silicate —asbestos) which seems to be the only variety that is harmful to human lungs. Silica particles are scattered in air from drilling, crushing, cutting and polishing of such minerals as quartz, flint, sandstone. Portland stone which is chiefly calcium carbonate is believed to be innocuous It has been further found that silica particles in the dust which are only within a small range as regards their size, are capable of setting up lung lesions. Particles over 10 U (1/2,500 of an inch) are unable to gain access to the lung epithelium, are deposited on the mucous lining of the larger air passages and coughed out. The following histogram prepared from data obtained by South African workers shows that particles between 0·3-3·0 U appear to be the ones which penetrate the lining of air sacs in the lung, lead to fibrosis and impede the flow of lymph towards the root of the lungs.

*Frequency distribution of the size of silica particles from ashed lungs of South African miners.

The concentration of particles (dustiness) in a dust, and the number of silica particles in it. naturally determine its injuriousness. It has been suggested that an atmosphere with more than 10,000,000 particle s per cubic foot of dust containing 10 % or more of silica is harmful for a human being to work in it for any length of time. The length of exposure to a harmful dust and an individual susceptibility also determine the hazard of work in a dust laden atmosphere. For estimating the risk of exposure to silica dust, it has to be realised that the pathological process of silicosis continues to unfold itself slowly but relentlessly even though the subject may have been removed from work in silica dust, if the original exposure was intense enough to initiate the fibrosis. There is available a record of a very large number of cases in elderly watchmen, hall porters etc. who have succumbed to the after effects of a forgotten exposure to silica dust much earlier in their life.

Industries which are liable to produce Silicosis:—All industries which give rise to fine dust of siliceous material and to which the workers are exposed will be hazardous so far as silicosis is concerned. There are many such industries and their number is on the increase. The chief ones are:—

1. Excavating, mining, tunnelling operations.
2. Milling of sand, flint, slate.
3. Quarry work, stone dressing and finishing.
4. Sand blasting and foundry work.
5. Pottery manufacture.

Treatment.—There is no effective treatment for silicosis and nothing is known that can undo the fibrosis which may have developed in the lung. Attention should, therefore, be focussed particularly on prevention and an early diagnosis of disease. Mineral particles suspended in air bear a minute electric charge. The silica particles (SiO_2) show a positive charge, whereas alumina (Al_2O_3) a negative charge. It has therefore been suggested that periodic inhalation of air containing fine aluminum dust may coat the silica particles with aluminum and reduce its irritating action. This suggestion is promising but it is still in an experimental stage.

Diagnosis of silicosis in its earliest stages is an important measure enabling the exclusion of persons from further exposure, before irreparable damage is done, and also for detecting person who may be particularly prone to silicosis. The only reliable diagnostic procedure is a periodic radiological examination of all workers exposed to silica dust. One had occasion to be astonished at the remarkable results obtained by mass radiography in early diagnosis of silicosis in Cleveland, U.S.A. recently.

Prevention of silicosis is attempted by (1) alterations in industrial processes (2) improved ventilation of work places and (3) education of the industrial workers. The alterations in industrial process which have proved beneficial may be briefly referred to.

1. Substitution of non-siliceous material wherever possible. Prevention by this method consists in replacing sandstone wheels by synthetic grindstones. This has resulted in almost eliminating silicosis hazard in metal grinding.

2. Enclosure and segregation of dusty processes. An example of this type of prevention is the development of the sand-blasting chamber, which completely encloses the operation of sand-blasting.

3. Local exhaust ventilation for the removal of dust at its point of origin. This is achieved [illegible] have been developed for removing dust from rock drills and from granite surfacing machines.

4. Suppression of dust by water. The use of wet drilling under suitable circumstances has materially reduced dust counts in mining and tunnelling.

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*Not reproduced.

1. Drinker, Philip, and Hatch, Theodore: Industrial Dust. McGraw Hill, 1936: New York
2. The U.S. Bureau of Mines Information Circular, No. 7026.

III. *Cellulitis*:—Cellulitis of the hand, elbow and knee is an inflammatory lesion located in the subcutaneous tissues or in the synovial membranes of the hand, or in the serous sacs near the elbow or the knee. All these forms of cellulitis have been reported among workers in metalliferous mines and more rarely in other trades, altho ugh they are essentially diseases of coal miners. The disease is caused by repeated injury resulting from pressure or light repeated blows with an added infection of the skin by a microbial agent, from the surface of the skin or from the circulating blood. The knee is affected when a miner is compelled to work on his knees; the hand when it is traumatised by picks with handles which are too tough, or while trying to loosen hard coal. Prevention of the disease consists of protecting these parts from repeated injury and by cleaning them after work and by attending to cuts, abrasions and blisters which may result in the course of the work.

APPENDIX XXVII

JHARIA MINES BOARD OF HEALTH

List of Drugs and Appliances in accordance with para (C) of General Order under Part 1 Bye-law 27 prescribed under the Bihar and Orissa Mining Settlements Act, 1920

Acid Boric	½ lb.
Ammon Carb	½ lb.
Alum	¼ lb.
Aspirin	1 oz.
Bism Carb	2 oz.
Camphor	2 oz.
Ext. Zingib	¼ lb.
Ext. Glycerhiza liq.	¼ lb.
Ext. Filicis liq.	2 oz.
Emplastrum Adhesive	1 roll
Emplastrum Belladonna	1 roll
Ferri Sulph.	¼ lb.
Glycerine	¼ lb.
Gum Acacia	¼ lb.
Hydrag c. Creta Tabs	½ & 1 gr. 100 each
Hydrag Subchlor (Tabs)	Gri. 100.
Iodoform Pulv	1 oz.
Inf. Calumba	1 lb.
Inf. Gentian	1 lb.
Liq. Ammon Acet.	1 lb.
Liq. Picis Carbonatis	½ lb.
Liq. Ferri Perchlor	½ lb.
Lysol	1 lb.
Mag. Sulph	1 lb.
Mustard	1 lb
Mag. Carb	½ lb.
01. Ricini	1 lb.
01. Morrhaue	1 lb.
01. Menth Pip	2 oz.
01. Eucaly ptus	¼ lb.
01. Olivae	1 lb.
01. Terebint	1 lb.
01. Cinnamon	½ lb.
Pot Chloras	½ lb.
Pot Brom	½lb.
Pot Bicarb	½ lb.
Pot Iod	½ lb.
Pot Permanganate	2 lb.
Pulv. Creta Arom	2 oz.
Pulv. Jalapae Co.	2 oz.
Pulv. Tragacanth	2 oz.
Quinine Sulph.	1 oz
Sod. Bicarb	½ lb.
Sod. Salicyl	½ lb.
Sod. Sulph.	¼ lb.
Sulph Sublimata	¼ lb.
Sp. Ammon Arom	½ lb.
Tinct. Benz Co.	½ lb.
Tinct. Quin Ammon	½ lb.
Tinct. Scillac	½ lb.
Tinct. Catechu	½ lb.
Tinct. Cardamon Co.	½ lb.
Tinct. Iodine	¼ lb.
Ung Hydrarg Oxidi Flay	1 oz.
Ung. Hydrarg Ammoniata	4 oz.
Ung Hydrarg Co.	4 oz.
Ung Hydrarg Gallicum opio.	1 oz.
Vaseline	½ lb.
Zinci Sulph.	2 oz.
Zinci Oxidi	½ lb.

POISONS

Acid Sulph	½ lb.
Acid Carbolic	½ lb.
Acid Picric	4 oz.
Argent Nitras stick	2
Chloroform Anaesthetic (ampoules)	6
Creosote	2 oz.
Cocaine (Hypodermic tabloids)	1 tube
Chloral Hydras	2 oz.
Emetine Hydrochlor (Hypodermic tabloids)	1 tube
Ext. Ergot Liq.	½ lb.
Hydrarg Perchlor Soloids	100
Liq. Arsenicalis	½ lb.
Liq. Arsenic Hydrochlor	½ lb.
Liq. Plumbi Subacet fort	½ lb.
Liq. Ch'oroform Et. Morphinae Co.	½ lb.
Liq. Strych Hydrochlor	½ lb.
Pulv Ipecac Co.	1 oz.
Tinct Digitalis	¼ lb.
Tinct Hyscyamus	¼ lb.
Tinct Nucis+Vom.	¼ lb.
Vin 1 pecac	¼ lb.

DRESSINGS.

Cotton wool	2 lb.
Lint plain	1 lb.
Lint Boric	1 lb.
Gauze Aseptic	½ lb.
Bandages 1″	1 doz.
2″	1 doz.
3″	1 doz.
Dispensing Equipment	
Scissors, Shop	one
Scales & weights	one
Measure glasses 8 oz.	one
2 oz.	two
Minimum two	
Spirit lamp	one
Pestle & Mortar	one
Spatual	one

MEDICAL EQUIPMENT

Thermometers, Clinical	two
Stethoscope	one
Enema Syringe	one
Dressing Scissors	one
Vaccination lancets	two
Test tubes	one doz
Test Tubes stand	one
Litmus paper	two books
Syringe, Hypodermic	one

SURGICAL EQUIPMENT

Basins	two
Catheters gum elastic, assorted sizes	three
Forceps, artery	three
Forceps, Dissecting	one
Scapels	three
Probe	one
Grooved director	one
Caustic holder	one
Needle holder	one
Needles assorted	½ doz.
Sutures, Catgut	one tube
Sutures, Horse hair	one hank.
Sutures, Silk worm gut	one hank.
Skinner's mask	one
Tourniquets	two
Splints	one set
Stretchers	two

APPENDIX XXVIII

Extracts from the Railway Benefit Fund Rules

All Indian employees engaged in manual labour or the supervision thereof either directly for the East Indian Railway (hereinafter called the Administration) or for their Contractors and all heads of families resident on the East Indian Railway estate at the time the Fund is started are eligible for and must join the fund. Provided always that no member of the East Indian Railway Provident Fund is eligible.

All outsiders, that is, persons not resident on the estate but employed in the collieries or in connection therewith who begin to work after the Fund is started and also members absenting themselves without leave are to work for one month after commencing or re-commencing work before being allowed to join or rejoin the Fund. Provided that outsiders temporarily discharged in consequence of short work may continue their subscriptions at the discretion of the Sub-Committee or may re-join after working one week and provided that no birth allowance will be paid to any one who has not been a member of the Fund for 12 months before the birth took place.

The contributions as laid down in Rule 5 will, in the case of Administration's employees be deducted from their wages weekly. In the case of Contractor's employees, the contractors shall remit each Monday to the Treasurer the amount of contributions with a statement of number of men, women and children represented and when required the names and address of all these persons. They shall also remit fines and unpaid wages accompanied by a list giving the names of the persons unpaid or fined.

All fines levied under the rules of the administration on Colliery employees who are or have been members of the Fund shall, from the date of its establishment, be credited to the fund.

The benefits to be allowed by the Fund to subscribers are as follows :—

For Sickness:—	Rs.	A.	P
Men per week	0	12	0
Women per week	0	12	0
Children per week	0	4	0
For living birth	3	0	0
For Deaths			
Adults	3	8	0
Children not under 3 years old	1	0	0

Sick benefits to be paid only for such members of a family as are subscribers. These amounts are liable to revision from time to time.

Sick benefits shall not be given for less than 6 days' certified absence and the payment shall be:—

	Rs.	A.	P.
Men per day	0	2	0
Women per day	0	2	0
Children per day	0	1	0

No payments shall be made to in-patients of the Administration's Hospital at Giridih, while in receipt of pay.

All benefits to be paid weekly.

The fund shall be managed by a Committee Consisting of :—

Colliery Superintendent

Colliery Managers

Assistant Colliery Managers

Colliery Head Clerk

Head Clerks of Colliery Manager's office

Sub-Assistant Surgeons (two)

Zamindary Assistant

Deputy Overmen (eleven)

Indian Contractors (six)

Sirdars (four)

The Colliery Superintendent or in his absence his Assistant shall be Chairman.

A sub-committee to be nominated for each colliery by the committee of Management and consisting of one European employee, two contractors and all Sirdars, shall prepare weekly a paysheet for Sick or Birth or Death payments and shall submit these paysheets after countersignature by the Colliery Assistant Surgeon, to the Colliery Superintendent who, after approval, will transmit them to the Treasurer of the Fund for payment.

Unpaid wages not claimed for 12 months after being earned will be paid to the credit of the Fund. The Colliery Superintendent will submit monthly to the Chief Accounts office, a statement of all wages that have been unclaimed for more than 12 months and the amount of this statement will after audit be paid to the Fund.

The administration to assist the Fund, guarantee to the subscribers during the first five years the benefit allowances herein laid down subject to a maximum expenditure in such allowances of a sum equivalent to the contributions levied by the Fund from subscribers such assistance being moreover limited to Rs. 200 in any month, and Rs. 2,000 in a year. The administration accepts no responsibility in respect of the distribution of benefits for which the Committee of Management must be entirely accountable with one exception, *viz.*, that in respect of Old Age Pensions as provided for under Rule 28 below the Administration undertakes to accept liability for such pensions under the conditions laid down up to but not exceeding a limit of Rs. 7,000 per annum and the extra cost up to the limit of Rs. 5,000 involved being met from the Fund. Amounts paid by the Administration under the guarantee referred to above to be considered as advances to the Fund to be repaid as soon as in the opinion of the Agent of the Administration the Fund is in a position to make the re-payment. The benefits to be allowed by the Fund not to be increased beyond the amounts now fixed as long as any such advances remain unpaid.

Pensions will, with effect from 1st April 1915, be awarded under the following conditions :—

(*a*) Applicants must already be subscribers to the Colliery Benefit Fund.

(*b*) Applicants must ordinarily have attained the age of 50, but in exceptional cases of infirmity consideration will be given by the Committee to those who have attained the age of 45.

(*c*) They must have worked 15 years or more continuously in the East Indian Railway Collieries.

(*d*) They must be unfit to the satisfaction of the Benefit Fund Committee for further work either under the East Indian Railway or elsewhere.

Subject to meeting the above conditions they will be given a pension of :—

	Rs.	A.	P.
per week for males	0	12	0
per week for females	0	12	0

payable weekly or monthly at the discretion of the Committee of which the Colliery Superintendent is *ex-officio* Chairman. In case of serious division of opinion among the Committee, the decision of the Colliery Superintendent shall be accepted as final.

APPENDIX XXIX

(*Published in the* Gazette of India Extraordinary, *dated the 31st January, 1944.*)

ORDINANCE No. VII OF 1944

AN

ORDINANCE

to constitute a fund for the financing of activities to promote the welfare of labour employed in the coal-mining industry.

Whereas an emergency has arisen which makes it necessary to constitute a fund for the financing of activities to promote the welfare of labour employed in the coal-mining industry.

Now, THEREFORE, in exercise of the powers conferred by section 72 of the Government of India Act, as set out in the Ninth Schedule to the Government of India Act, 1935 (26 Geo. 5, c. 2), the Governor General is pleased to make and promulgate the following Ordinance :—

1. **Short title, extent and commencement.** (1) This Ordinance may be called the Coal Mines Labour Welfare Fund Ordinance, 1944.

(2) It extends to the whole of British India.

(3) It shall come into force at once.

2. **Interpretation.**—In this Ordinance—

(*a*) " Advisory Committee " means the Advisory Committee constituted under section 5.

(*b*) " Fund " means the Coal Mines Labour Welfare Fund referred to in sub-section (1) of section 4.

3. **Imposition and collection of a cess.**—(1) With effect from such date as the Central Government may, by notification in the official *Gazette*, appoint in this behalf, there shall be levied and collected, as a cess for the purposes of this Ordinance, on all coal and coke despatched from collieries in British India, a duty of excise at such rate, not less than one anna nor more than four annas per ton, as may from time to time be fixed by the Central Government by notification in the official *Gazette* after consultation with the Advisory Committee :

Provided that the Central Government may, by notification in the official *Gazette*, exempt from liability to the duty a specified class or classes of coal or coke.

(2) The duty imposed by sub-section (1) shall, subject to and in accordance with the rules made in this behalf, be collected on behalf of the Central Government by such agencies and in such manner as may be prescribed by the rules, and shall be paid by the collecting agencies into the Reserve Bank of India at Calcutta to the credit of the Central Government.

4. **The Coal Mines Labour Welfare Fund.**—(1) The proceeds of the duty imposed by sub-section (1) of section 3 shall be credited to a fund to be called the Coal Mines Labour Welfare Fund, which shall be applied by the Central Government to meet expenditure incurred in connection with measures in the opinion of the Central Government necessary or expedient to promote the welfare of labour employed in the coal-mining industry.

(2) Without prejudice to the generality of the foregoing sub-section, the Fund may be utilised to defray——

(*a*) the cost of administering the Fund ;

(*b*) the allowances, if any, of the members of the Advisory Committee, and the salaries and the allowances, if any, of Inspectors, Welfare Administrators or other officers appointed to supervise or carry out the activities financed from the Fund ;

(*c*) the cost of measures for the benefit of labour employed in the coal-mining industry directed towards——

(*i*) the improvement of public health and sanitation, the prevention of disease, the provision of medical facilities and the improvement of existing medical facilities,

(*ii*) the provision of water supplies and facilities for washing and the improvement of existing supplies and facilities,

(*iii*) the provision or improvement of educational facilities,

(*iv*) the improvement of standards of living, including housing and nutrition, the amelioration of social conditions, and the provision of recreational facilities,

(*v*) the provision of transport to and from work ;

(*d*) the grant to a Provincial Government, a local authority, or the owner, agent or manager of a coal-mine of money in aid of any scheme approved by the Central Government for any purpose for which the Fund may be utilised :

Provided that before any such grant is made to the owner, agent or manager of a coal-mine, the Advisory Committee shall be consulted ;

(*e*) any other expenditure which the Central Government directs to be defrayed from the Fund.

(3) The Central Government shall have power to decide whether any particular expenditure is or not debitable to the Fund, and its decision shall be final.

(4) The Central Government shall publish annually in the Official Gazette an estimate of receipts into and expenditure from the Fund, and a statement of accounts.

5. **The Advisory Committee.**—(1) The Central Government shall constitute an Advisory Committee to advise the Central Government on the matters on which the Central Government is required by this Ordinance to consult it and upon any other matters arising out of the administration of this Ordinance which the Central Government may refer to it for advice.

(2) The members of the Advisory Committee shall be appointed by the Central Government and shall be of such number and chosen in such manner as may be prescribed by rules made under this Ordinance :

Provided that the Committee shall include an equal number of members representing colliery owners and workmen employed in the coal-mining industry, and that at least one member of the Committee shall be a woman.

(3) The chairman of the Advisory Committee shall be an officer of the Central Government, appointed by the Central Government.

(4) The Central Government shall publish in the official Gazette the names of all members of the Advisory Committee.

6. **Appointment and power of officers.**—(1) The Central Government may appoint Inspectors, Welfare Administrators and other officers to supervise or carry out the activities financed from the Fund.

(2) Any officers so appointed shall be deemed to be public servants within the meaning of section 21 of the Indian Penal Code.

(3) Any Inspector or Welfare Administrator may, with such assistance if any, as he thinks fit, enter at any reasonable time any place which he considers it necessary to enter for the purpose of supervising or carrying out the activities financed from the Fund, and may do therein anything necessary for the proper discharge of his duties.

7. **Power to make rules.**—(1) The Central Government may, by notification in the official Gazette, make rules to carry into effect the purposes and the provisions of this Ordinance.

(2) Without prejudice to the generality of the foregoing power, rules made under this section may provide for—

(*i*) the manner in which the excise duty imposed by sub-section (1) of section 3 shall be collected, the persons who shall be liable to make the payments, the making of refunds, remissions and recoveries, the deduction by collecting agencies of a percentage of the realisations to cover the cost of collection, and the procedure to be followed in remitting the proceeds to the credit of the Central Government ;

(*ii*) the composition of the Advisory Committee, the manner in which its members shall be chosen, the term of office of its members, the allowances, if any, payable to them, and the manner in which the Advisory Committee shall conduct its business ;

(*iii*) the conditions governing the grant of money from the Fund to a Provincial Government, a local authority or an employer;

(*iv*) the conditions of service and the duties of the officers appointed to supervise or carry out the activities financed from the Fund;

(*v*) the form of the estimate and statement referred to in sub-section (4) of section 4;

(*vi*) the furnishing by owners or agents or managers of coal-mines of statistical or other information, and the punishment by fine of failure to comply with the requirements of any rule made under this clause.

APPENDIX XXX

Copy of the form prescribed under Section 4 (1) of the Mines Maternity Benefit Act, 1941.

FORM A

(*See Rule 4*)

Notice under section 4 (1) of the Mines Maternity Benefit Act, 1941.

Name of Owner of mine.....

I, ... wife / daughter of....., employed as ..... at .....mine, hereby give notice that I expect to be confined within one month next following from the date of this notice and that I will absent myself from the mine with effect from.....

*For the purpose of section 9 (2), I hereby nominate.....

(name and full address of the nominee to be given) to receive maternity benefit due to me in case of my death.

Given this day .....

Signature of an attestor in case the woman is not able to sign and affixes thumb impression

Signature or thumb impression

ADDRESS

To

The Manager .....

.....

(Name of mine and full postal address)

* Strike out where not applicable.

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LABOUR INVESTIGATION COMMITTEE
GOVERNMENT OF INDIA

REPORT
ON
LABOUR CONDITIONS IN COIR, MATS AND MATTING INDUSTRY

Cx/2.49
1

BY
AHMAD MUKHTAR,
Member, Labour Investigation Committee.

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CORRECTION SLIP.

REPORT ON COIR MATS AND MATTING INDUSTRY.

Page 5.—Table III, Foot Note, omit s in ' notes '.

Page 5.—Foot Note, last but three lines, substitute , for . after ' represent '.

Page 10.—Table X, 3rd column, add the word ' Total ' before ' man-days ' and omit the word ' worked ' after ' man-days '.

Page 11.—Table X, 3rd column, add the word ' Total ' before ' man-days ' and omit the word ' worked ' after ' man-days '.

Page 11.—Table XI, 2nd column, omit the word ' worked ' after ' man-days ' and before ' in the year '.

Page 13.—Table XII, last column, opposite No. 3 read 0-14-7¼ for 0-14-7⅓.

Page 14.—Table XII, column 3, against serial No. 2, substitute ' per sq. yd.' for ' per candy of 672 lbs.'.

Page 14.—Table XII, column 3, against serial No. 5, substitute ' per candy of 672 lbs.' in place of ' per sq. yds.'.

Page 16.—Line 10. Substitute * in place of †.

Page 17.—Foot Note. 2nd line from bottom. Add t to ' he ' before expenditure.

Page 30.—5th para., line 2, omit ' themselves ' after ' premises '.

Page 31.—1st para. after Table XXIII, omit ' 81 '.

Page 35.—1st para. after Table XXX, substitute ' Size of the family ' for ' No. of occupants '. Also substitute ' Size of the family ' for ' number of occupants ' after ' average '.

Page 47.—Table XLII, 3rd column, omit the word ' worked ' after ' man-days '.

Page 49.—Table XLV, 4th column, add 3 after ' Factory Number '.

Page 53.—3rd paragraph after Table XLIX, add , ' Rs.' before 350.

Page 53.—Table XLI, 4th column, substitute 31 for 30.

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PREFACE.

The Tripartite Labour Conference at its meeting in September 1943 recommended the setting up of machinery to investigate questions of wages and earnings, employment and housing, and social conditions generally, with a view to provide adequate materials on which to plan a policy of social security for labour. In pursuance of that resolution, the labour Investigation Committee was appointed by the Government of India by Resolution No. L.4012, dated the 12th February 1944 to carry out the investigations. The Committee was instructed to extend its investigations generally to all industrial and semi-industrial labour covered by the Royal Commission on Labour in their Report, with the addition of certain other categories. The Committee was asked by the Government of India to decide in each case the most suitable manner of conducting the enquiry. The Government, however, considered that the method of enquiry should not merely consist of sending out questionnaires to Government agencies and Employers' and Workers' Associations, but should also comprise specific enquiries in individual concerns based on representative sampling.

2. In India, in spite of the quite comprehensive enquiries made by the Royal Commission on Labour and a few Committees appointed by the Provincial Governments, there have remained large lacunae in regard to information on labour conditions in several industries. In particular, broadly speaking, the method of direct enquiry on the spot has not been adopted on a sufficiently wide scale so as to cover the entire industrial structure. Moreover, certain industries, like cotton textiles and coal mining, have received greater attention than others, and even as regards these industries, comprehensive information on an all-India basis has not been available. With a view to making up this deficiency as well as to bringing the available information up to date, the Committee decided that *ad hoc* surveys should be carried out in various industries so as to secure a complete picture of labour conditions prevailing in each : The following industries were selected for the purpose :—

A. *Mining*. (1) Coal. (2) Manganese. (3) Gold. (4) Mica. (5) Iron Ore. (6) Salt.

B. *Plantations*. (7) Tea. (8) Coffee. (9) Rubber.

C. *Factory industry*. (10) Cotton. (11) Jute. (12) Silk. (13) Woollen. (14) Mineral Oil. (15) Dockyard. (16) Engineering. (17) Cement. (18) Matches. (19) Paper. (20) Carpet weaving. (21) Coir matting. (22) Tanneries and Leather Goods Manufacture. (23) Potteries. (24) Printing Presses. (25) Glass (26) Chemical and Pharmaceutical works. (27) Shellac. (28) Bidi-making. (29) Mica Splitting. (30) Sugar. (31) Cotton Ginning and Baling. (32) Rice Mills.

D. *Transport*. (33) Transport Services (Tramways and Buses). (34) Non-gazetted Railway Staff.

E. *Other types of labour*. (35) Port Labour. (36) Municipal Labour. (37) Central P.W.D. (38) Rickshaw Pullers.

3. The main conception on which the *ad-hoc* surveys have been based is that information should be collected on the spot by direct enquiry conducted with the help of the Committee's own staff and that this information should, as far as possible, conform to the sampling methods widely adopted in such work. Owing to great variations in the character of the different industries, however, there could not be a complete uniformity in regard to the methods which had to be adopted to suit the peculiarities of particular industries and centres. For instance while there are only a few centres and units in certain industries such as potteries, mineral oil, gold, etc., in other industries, such a

textiles, engineering, transport services, plantations, tanneries, bidi-making, etc., a very large number of centres and units in different provinces (and even States) had to be covered. Moreover, some of the industries are modern industries of the large-scale type, wherein factory legislation applies more or less entirely, while others are indigenous handicrafts or small-scale industries, where factory legislation is either inapplicable or partially applicable. Thus, information has not been uniformly available in advance as regards the size, location and ownership of industrial units, such as is necessary before decisions for sampling are taken. Consequently, the technique of representative sampling had to be modified and supplemented so as to obtain whatever information of a reliable character was available. As far as possible, however, in all industries important centres were covered. In each of these centres units were chosen on a sample basis, but it was possible in a few centres to cover all units. The final lists of centres of survey and individual establishments were made out in the light of the impressions gathered during the course of the preliminary tour and in consultation with local authorities. The guiding principle in the selection of centres of survey was to make the survey regionally representative so as to discover differences in the conditions of labour in the same industry in different parts of the country. The selection of individual concerns was generally based on considerations, in order of importance of (a) size; (b) ownership (private or limited) and (c) whether subject to statutory regulation or not. In this connection it may be stated that the Committee were greatly handicapped in sampling the units owing to the lack of complete information regarding location and number of units in the selected industries. Unfortunately there are no all-India employers' organisations in some of the organised industries, nor are the statistics maintained by the Central and Provincial Governments at all complete. Moreover, in certain unorganised industries, such as shellac, carpet-weaving, bidi-making, etc., owing to their very nature, no such information could have been readily available in advance. In certain cases, therefore, owing to these difficulties as well as transport difficulties and other exigencies, the sampling could not be fully adhered to. Nevertheless, the Committee have been anxious to gather in the maximum possible information in the limited time at their disposal and with a view to this, they have cast their net as wide as possible. The main instruments of the *ad hoc* survey were the Questionnaires. These were of two kinds :—(a) the main *ad hoc* survey questionnaire on points likely to be common to all the industries surveyed, (b) supplementary and special questionnaires in respect of certain industries such as plantations, mines, railway, rickshaw pullers, port labour, municipal labour, glass, shellac, mica, etc. The main questionnaire was accompanied by a tabular form for entering wage data and this was used wherever possible. In the case of certain surveys, however, such as salt, paper, cotton, woollen and jute textiles, dockyards, silk, cement and gold mining, it was possible to conduct a wage survey on a sample basis. The chief method of collection of data was by personal investigation of industrial establishments, examination of their records and contact with labour in factories and homes. The information thus collected was supplemented and checked with replies to the Questionnaires received.

4. For the purpose of conducting enquiries, a sufficiently large field staff, consisting of 16 Supervisors and 45 Investigators, was appointed. Before the commencement of field work, all the Supervisors (with the exception of those working in Bengal) were called to the Committee's headquarters at Simla and given detailed instructions on the technique and scope of the enquiries to be conducted by them, the manner in which they were to submit their data, and the centres and units which they were to investigate. In addition, both Supervisors and Investigators were provided with written instructions regarding the

use of questionnaires, sampling of concerns (where this could not be done in advance), filling of the wage forms, etc. In particular, they were asked not only to collect information on the spot but also to draw upon every other possible source of information. In doing so, they were required to distribute copies of the questionnaires in the centres assigned to them not only amongst the sampled units but also amongst Employers' and Workers' associations in the industry and such other associations and individuals as were likely to be interested in the subject. They were also asked to get into touch with officials of Central and Provincial Governments connected with labour and obtain such facilities as might be necessary in doing their work.

5. As far as the field work in Bengal was concerned it was done by the staff of the Committee under the guidance and supervision of the Labour Commissioner, Bengal, and his subordinate officers. Members, however, paid visits to selected centres and units in Bengal to obtain first-hand knowledge of local labour conditions.

6. The Committee's survey covered all Provinces with the exception of the North Western Frontier Province where none of the Industries selected for survey was sufficiently important. It extended to many of the Indian States also, such as Kashmir, Patiala, Gwalior, Baroda, Mysore, Sandur, Travancore, Cochin, Bundi, Indore and some of the states of the Eastern States Agency. No survey was undertaken in the Hyderabad State as that State preferred to appoint a Labour Investigation Committee, with terms of reference identical to those of this Committee, for enquiry into local labour conditions.

7. In dealing with the *ad hoc* survey work, several courses were open to the Committee :—(i) that the Committee, as a whole, to study each industry, (ii) that the survey to be disributed region-wise and each Member put into charge of a region, and (iii) that each Member to be entrusted with a few surveys throughout India. With a view to speedy and efficient work, the third course was actually adopted. This departure from the usual procedure of the Committee as a whole dealing with the work was necessary in view of the immensity of the task and the necessity of maintaining an all-India perspective. Moreover, it was felt that this procedure would enable Members to make a specialised study of labour conditions in individual industries in different parts of the country. It was also felt that the peculiar problems of industrial labour had more an industry-wise than a region-wise dispersion and that the procedure would be helpful to future legislation which has to take into consideration the diversified conditions of each industry. It will be seen, however, that in the Reports the factual material has been presented both on an all-India and on a regional basis.

8. Thanks and acknowledgements are due to Provincial Governments, State Authorities, Labour Commissioners (and particularly the Labour Commissioner, Bengal), Directors of Industries, Chief Inspectors of Factories, Port Authorities, local bodies, employers' and workers' associations, managements of the units surveyed and all others who rendered help in the collection of the data presented in these Reports.

D. V. REGE, *Chairman.*

S. R. DESHPANDE
AHMAD MUKHTAR
B. P. ADARKAR

TEJA SINGH SAHNI,
Secretary

ACKNOWLEDGMENTS.

Acknowledgments are due to my Supervisor, Mr. J. S. Ponniah, and to my Investigators, Messrs. A. A. M. Rao and A. A. Vasudevan, for their assistance in the collection of data. To Mr. P. Satgopan, an Assistant in the Labour Department, my thanks are due for having checked the statistical portion of this report.

INTRODUCTION.

The coir industry, the largest industry on the Malabar Coast, is estimated to provide employment to no less than 30,000 families* in the various preliminary processes such as the extraction of cocoanut fibre and to about 30,000 workers in the manufacturing processes† connected with mats and matting in Travancore and to about 40,000 workers in all the processes in the Cochin State‡.

Among the factors which have contributed to the development of the coir industry on the Malabar Coast, special mention may be made of the extensive cocoanut plantations from where are obtained the husks of the cocoanut and the vast stretches of backwater, wherein these husks are retted before the extraction of the fibre. Brackish water is essential for the proper fermentation of the husk and the tidal action of the backwater helps the removal of the by-products of fermentation. The retting process involves the digging of pits in fields adjoining the backwaters, the removing of all silt and dirt in the pits and the lining of the sides with cocoanut leaves. These pits are then filled with husks and retting lasts for a period of 9-10 months. The fibre takes a bright golden colour, if the nuts are husked immediately after plucking and put into retting pits. If there is dirt in the pits, the colour of the fibre is adversely affected. About 3,000 husks are necessary to prepare one candy of fibre. After retting, the husks are removed from the pits and are washed and beaten into fibre. Beating is done on blocks of wood with short wooden sticks. The fibre is then cleaned and given a light drying in the sun.

The next process is the spinning of the fibre into yarn. Although there are several factories doing this work, spinning is essentially a cottage industry, giving employment mainly to women. The earnings of a woman spinner who is also a beater are reported to be only about 3 Annas for a full day's work of 8—10 hours. The yarn so spun is sold to petty merchants in villages either for cash or for exchange of goods. They grade it and resell it to factories where it is used for manufacture of mats and matting, or for baling and shipment to foreign countries.

In Cochin, the industry is confined mainly to the manufacture of yarn and ropes for export to outside markets owing to the poorer quality of fibre available in the State; whereas Travancore, which produces superior qualities of fibre, specialises in the manufacture of mats and mattings.

The present *ad hoc* survey of labour conditions in the coir mats and matting industry covered 23 sampled factories (10 regulated and 13 unregulated) at Alleppey in Travancore State, and 3 sampled factories (2 regulated and 1 unregulated) in Cochin : the total employment in all these sampled units in January 1944 being 4,558 and 313 respectively. The total number of coir factories both regulated and unregulated in Travancore and Cochin States is 360 and 5 respectively. The report is divided into three parts. Part I deals with Alleppey and Part II with Cochin. Part III contains a brief summary of the report and conclusions.

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*Report of the Travancore Coir Mats and Matting Manufacturers' Association, 1940-41, p. 8.

†As estimated by the President of the Travancore Coir Factory Workers' Union.

‡As reported by the Director of Industries, Cochin.

PART I.

ALLEPPEY

Until about the close of the last world war, the coir mats and matting industry of Travancore was confined to Alleppey town.* Since then, the industry has been spreading itself out throughout the villages of the coastal strip of the cocoanut area so much so that, at the time of the George Committee enquiry in 1938, there were 249 factories in the villages as against 41 in Alleppey town. No statistics are available regarding either the total number of factories or the number of persons employed at present, but the President of the Travancore Coir Factory Workers' Union estimates them to be about 360 and 30,000 respectively. The number of factories in Alleppey and the suburban villages at the time of our enquiry in December 1944 was 46 with a total employment of about 10,000 workers. The *ad hoc* survey covered 23 of these units. Table I gives the available particulars of employment in all these sampled units.

TABLE I.

Serial number of factory	Date of establishment	Number employed.	
		August 1939	January 1944
1	2	3	4
	A. REGULATED FACTORIES		
1	1859	1,544	834
2	1910	†	500
3	†	†	1,052
4	1901	164	82
5	1927	†	308
6	1936	†	267
7	1938	†	200
8	1913	389	235
9	1935	†	195
10	1919	226	150
	Total ..	..	3,823
	B. UNREGULATED FACTORIES		
11	1937	60	193
12	1937	235	121
13	1929	150	100
14	1939	40	85
15	1935	†	65
16	1943	..	59
17	1928	†	38
18	1944	..	17

*For a detailed account of the rise and growth of the industry, *vide* the Report of the Board of Conciliation of Trade Disputes in the Mats and Matting Industry (Trivandrum, 1939)—hereinafter referred to as the George Committee Report after the name of the Chairman of the Board.

†Not available.

Serial number of factory	Date of establishment	Number employed. August 1939	Number employed. January 1944
1	2	3	4
19	1942	..	13
20	1942	..	12
21	1940	..	12
22	1932	4	8
23	1940	..	12
	Total	..	735
	Grand Total	..	4,558

Employment.

Number of persons employed.—The number of persons employed in January 1944 in the 10 regulated and 13 unregulated sampled factories was 3,823 and 735 respectively, making a total of 4,558. For a comparison of the number of persons employed in January 1944 with that in August 1939, data are not available except in the case of four regulated factories and five unregulated ones. The available data as analysed and given in the following statement show that, in the case of the regulated factories (all of which are big concerns situated in Alleppey town proper), there has been a fall of 44 per cent. in the number of persons employed in January 1944 as compared with August 1939. This fall is noticed in the case of two of the biggest unregulated factories situated in Alleppey town as well. On the other hand, if the data of all the five unregulated factories—2 in Alleppey town and 3 in suburbs—are analysed, it is seen that there has been an increase of 3.7 per cent. in the number of persons employed in January 1944 as compared with August 1939. The reasons for this trend are not far to seek. Firstly, there has been a fall in exports of coir products as a result of the loss of foreign markets and lack of shipping facilities, due to the present war. Secondly, as referred to already, there have sprung up and are still springing up a number of small factories in village centres which, on account of their advantages of cheap labour and lower building costs, etc., are able to compete with the bigger factories in Alleppey.

TABLE II.

Factories.	Number employed in August 1939.	Number employed in January 1944.	Difference between Cols. 2 & 3.	Percentage increase or decrease in numbers in Jan. 44 as compared with August 1939.
1	2	3	4	5
4 Regulated factories	2,323	1,301	—1,022	—44
2 Unregulated factories (situated in Alleppey town proper)	385	221	—164	—42·6
All the 5 Unregulated factories ..	489	507	+18	+3·7
3 Unregulated factories only (situated in Alleppey suburbs) ..	104	286	+182	+175

Table III gives the necessary statistics of employment in detail.

TABLE III.

Giving statistics of employment in sampled factories, regulated and unregulated.

(1)	(2)			(3)			(4)				(5)			
Serial No.	Piece.	Time.	Total.	1944			Men.	Women.	Children.	Total.	1944			
				Piece.	Time.	Total.					Men.	Women.	Children.	Total.
REGULATED FACTORIES.														
No. 1 (1939) ..	1,463	81	1,544	707	127	834	(i) 1,232	145	143	1,520	604	26	174	804
							(ii) ..	..	..	..	..	..	..	..
							(iii) 24	..	..	24	30	..	..	30
No. 2	Data are not available.			474	26	500	(i) ..	..	..	..	211	73	..	284
							(ii) ..	..	..	..	150	16	10	176
							(iii) ..	..	..	..	40	..	..	40
No. 3 (1942) ..	570	154	724	848	204	1,052	(i) 489	120	..	609	642	269	..	911
							(ii) ..	..	..	..	..	..	..	..
							(iii) 81	34	..	115	93	48	..	141
No. 4 (1942) ..	367	9	376	247	61	308	(i) 296	43	..	339	208	23	..	231
							(ii) 32	5	..	37	52	9	..	61
							(iii) ..	..	21	21	..	..	16	16
No. 5 (1939) ..	151	13	164	68	14	82	(i) 140	24	..	164	58	17	7	82
							(ii) ..	..	..	..	..	..	..	..
							(iii) ..	..	..	..	..	..	..	..
No. 6	Data are not available.			185	15	200	(i) ..	..	..	..	185	..	..	185
							(ii) ..	..	..	..	..	15	..	15
							(iii) ..	..	..	..	..	..	..	..
No. 7 (1942) ..	190	19	209	252	15	267	(i) 161	12	..	173	210	16	..	226
							(ii) 36	..	..	36	41	..	..	41
							(iii) ..	..	..	..	..	..	..	..
No. 8 (1939) ..	380	9	389	226	9	235	(i) 17	60	..	77	31	50	..	81
							(ii) 272	40	..	312	142	12	..	154
							(iii) ..	..	..	..	..	..	..	..
No. 9 (1940) ..	117	15	132	175	20	195	(i) 117	4	..	121	136	3	..	139
							(ii) 11	..	..	11	46	7	3	56
							(iii) ..	..	..	..	..	..	..	..
No. 10 (1939) ..	221	5	226	145	5	150	(i) 211	5	..	216	140	4	..	144
							(ii) ..	..	..	..	..	..	..	..
							(iii) 10	..	..	10	6	..	..	6
Total ..				3,327	496	3,823	Total ..				3,025	588	210	3,823

(1)	(2)			(3)			(4)				(5)			
Serial No.	Piece.	Time.	Total.	1944			Men.	Women.	Children.	Total.	1944			
				Piece.	Time.	Total.					Men.	Women.	Children.	Total.
UNREGULATED FACTORIES.														
No. 11 (1939) ..	130	20	150	90	10	100	(i) 100	6	2	108	75	5	..	80
							(ii) 30	4	8	42	10	5	5	20
No. 12 (1939) ..	50	10	60	173	20	193	(i) 50	3	7	60	140	16	37	193
No. 13	..	..	..	53	6	59	(i) ..	..	..	..	37	6	16	59
No. 14 (1939) ..	34	6	40	78	7	85	(i) 38	2	..	40	82	3	..	85
No. 15 (1939) ..	220	15	235	109	12	121	(i) 215	12	8	235	103	10	8	121
No. 16 (1939) ..	142	12	154	56	9	65	(i) 122	15	17	154	53	12	..	65
No. 17 (1940) ..	84	12	96	38	..	38	(i) 70	15	11	96	32	..	6	38
No. 18	..	..	..	11	6	17	..	..	..	..	11	..	6	17
No. 19	..	..	..	13	..	13	..	..	..	..	10	..	3	13
No. 20	..	..	..	12	..	12	..	..	..	..	12	..	..	12
No. 21 (1940) ..	8	..	8	12	..	12	(i) 8	..	..	8	12	..	..	12
No. 22 (1941) ..	..	8	8	..	12	12	(i) ..	8	..	8	..	8	4	12
No. 23 (1939) ..	4	..	4	8	..	8	(i) 4	..	..	4	8	..	..	8
		Total ..		653	82	735			Total ..		585	65	85	735
		Grand Total ..		3,980	578	4,558			Grand Total ..		3,610	653	295	4,558

Notes :—

(*a*) Figures within brackets in column (1) represent the year for which data were available in respect of details shown in columns (2) and (4).

(*b*) The data in columns (3) and (5) are with reference to January 1944 only.

(*c*) The Roman figures within brackets in column 4 represent.

(*i*) Employed and paid directly.

(*ii*) Employed and paid through contractors.

(*iii*) Employed through contractors but paid directly.

Piece-rate and time-rate workers.—The first important feature of employment in the coir mats and matting factories of Alleppey is the overwhelming preponderance of piece-rate workers over time-rate workers. The statistics of workers classified as piece-rate and time-rate are given in columns (3) and (4) of Table III. The data in Column (4) refer in all cases to employment in January 1944, whereas those in column (3) refer either to 1940 or to 1942, as 1939 figures were not always available. The figures given below are taken from Table III. They show unmistakably the preponderance of piece-rate workers over time-rate workers.

TABLE IV.

Factories.	Total number of workers.	Piece-rate workers.	Time-rate workers.	Percentage of workers in Column (3) to Column (2).	Percentage of workers in Column (4) to Column (2).
1	2	3	4	5	6
(*a*) Regulated Factories ..	3,823	3,327	496	87·02	12·98
(*b*) Unregulated Factories ..	735	634	101	86·3	13·7
Total ..	4,558	3,961	597	..	..

The George Committee, which examined this question carefully, because of the demand made by labour that there should be a change-over to time-rate basis, concluded*

(a) that the existing system of piece-rate wage is one which has been evolved during the course of over eight decades according to the changing needs of the industry, and

(b) that a change-over to time-rate system would be inexpedient not only because " the employer will not be able to provide full-time work ", but also because, " time wage, on a monthly or weekly basis will mean eventually payment of wages for holidays ", which the industry, under the existing circumstances, could hardly bear.

Contract labour.—The second important feature of labour conditions in the coir mats and matting industry is the employment of contract labour. The George Committee listed the following 13 items of contract work under each of the two main branches of the industry—mats and matting†.

MATS	MATTING
(1) Landing	(1) Landing
(2) Lotting	(2) Lotting
(3) Weighing	(3) Weighing
(4) Removing and Stacking	(4) Removing and Stacking
(5) Sorting	(5) Sorting
(6) Pulling punja	(6) Sorting dyed yarn
(7) Squaring	(7) Spooling
(8) Making braid	(8) Warping
(9) Binding	(9) Cop-winding
(10) Shearing and finishing	(10) Passing
(11) Pressing	(11) Removing and rolling
(12) Covering and marking	(12) Covering and Marking
(13) Loading	(13) Loading

* Report, p. 102.

†Report, p. 97.

Formidable as is the list, it may be pointed out that some items of work such as landing and loading, weighing and pressing, removing and stacking are all inter-connected and, in fact, are done by one and the same set of contract labourers. Moreover, these are all auxiliary, and not the main items of work in the factory. The statistics for January 1944 (vide Table III) show clearly that

(a) contract labour is absent in one of the regulated factories and in all but one of the unregulated factories, and that

(b) even in the case of the regulated factories, contract labour forms only 19.3 per cent. of the total labour force employed, as can be seen from the following analysis.

TABLE V.

(1) Type of Factory	(2) Total number of workers.	(3) Employed and paid directly.	(4) % of Col. (3) to Col. (2)	(5) Employed and paid through contractors.	(6) % of Col. (5) to Col. (2)	(7) Employed through contractors but paid directly.	(8) % of Col. (7) to Col. (2).
Regulated ..	3,823	3,087	80·7	503	13·2	233	6·1
Unregulated ..	735	715	97·3	20	2·7	..	..

Though contract labour is small, it is certainly not negligible. Moreover, the data in columns 5 and 7 of Table III show that the bulk of contract labour is not only employed through contractors but is also paid through them. Again, a further analysis of the data of contract labour for January 1944 classified as men, women and children as in Table VI shows that women and children account for 18.5 per cent. of the total contract labour.

TABLE VI.

	Men	Women	Children	Total
(1) Employed and paid through contractors	431	59	13	503
(2) Employed through contractors but paid directly ..	169	48	16	233
(3) Total contract labour (1 & 2)	600	107	29	736
(4) % of each category of contract labour to total contract labour	81·5	14·6	3·9	100

At the time of the George Committee Enquiry, there was a great deal of justified agitation against contract labour not only because a much larger proportion of work was then done on a contract basis but also because the contractor, on account of his privileged position, was ever on the look out for a reduction of wages to the lowest level possible. Since then, according to our enquiries, the situation has changed owing to the following developments :—

(i) Labour, through its trade union—The Travancore Coir Factory Workers' Union—has become so conscious of its rights and privileges that the contractor is no longer able to abuse his powers.

(ii) The managers of factories have fixed the contractors' remuneration as a definite percentage (varying from 10 to 15 according to the nature of the work) of the total wages for any given piece of work.

(iii) Labour is becoming more and more scarce due to war, and the contractor is therefore not able to pick and choose as he was able to do before.

In spite of all these developments, it cannot be denied that contract labour still suffers from certain inherent disabilities and that it would be in the best interests of the factories themselves to abolish it as early as possible. For, under the contract system, there is no regularity of employment. And, moreover, workers employed by the contractor are not at par with those employed directly by the management. It is therefore necessary that early steps should be taken to replace contract labour by directly employed labour.

Classification of workers as men, women and children.—From the following analysis of the data of number of workers in January 1944, classified as men, women and children in all the 23 factories under reference it can be seen—

(i) that about 80 per cent. of the workers are men, both in the regulated and the unregulated factories,

(ii) that women as well as children are employed not only in the unregulated but also in the regulated factories, and

(iii) that the percentage of children employed in the unregulated factories is twice as much as in the regulated factories.

TABLE VII.

Type of factory	Men	Women	Children	Total	Percentage of Columns		
					2 to 5	3 to 5	4 to 5
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Regulated factories	3,025	588	210	3,823	79·1	15·4	5·5
Unregulated factories	585	65	85	735	79·6	8·8	11·6
All factories ..	3,610	653	295	4,558	79·2	14·3	6·5

The reasons for the three characteristics mentioned above are as follows :—

(i) There are various items of arduous work in the coir mats and matting industry (weaving, shearing, spreading, stretching, dyeing, stencilling, etc.), which can be done only by men.

(ii) There are, however, at the same time, quite a number of small items of work such as sorting, braiding, splicing, etc., in which judgement and nimbleness of fingers are called for, and experience has shown that women are better suited to these types of work than men. Hence it is that women are employed in such occupations both in the regulated and the unregulated factories.

(iii) The coir mats and matting industry provides work also for children in several departments, particularly in spooling and beaming. The employment of a much higher percentage of children in the unregulated as compared with the regulated factories is, of course, due to the absence of the enforcement of the rules and regulations of the Factories Act in the former.

Classification of workers as temporary and permanent.—In none of the sampled units is there any classification of workers as permanent and temporary. The seasonal character of the industry and the inability of the management to provide full employment are given out as the reasons for the non-recognition of the principle of permanency of service.

Length of Service.—Only in one sampled unit were service records maintained. In the case of 2 other factories, the managements gave the following figures showing the approximate length of service of their operatives. Though no definite conclusions can be drawn from these scanty data, which are the only available material, it is clear that the proportion of workers with a longer period of service is smaller as compared with those with a shorter period of service.

TABLE VIII.

Serial number of the factory (with the date of its establishment)	Those between				Total number of persons employed
	0 and 1 year of service	1 and 5 years of service	5 and 10 years of service	Over 10 years of service	
8 (1913)	*Nil*	114	91	30	235
9 (1935)	50	110	35	*Nil*	195
12 (1937)	16	53	34	*Nil*	103
Total	66	277	160	30	533

Apprenticeship.—There is no system of apprenticeship either for ordinary or for supervisory posts in any of the factories under reference. The truth is that the various items of work in the industry are easily learnt by the average workman. Moreover, as wages are paid on a piece-rate basis, there is very little inducement on the part of the employer to provide any facilities for apprenticeship or for special training in any of the branches of the manufacturing processes.

Promotion.—Nor is there any system of graded or time-scale promotion in any of the factories as the bulk of the work is done on a piece-rate and contract basis.

Labour Turnover.—In an industry, which suffers from several disadvantages such as irregularity of employment, non-recognition of permanency of service, or any recognised scheme of promotion, etc., there is bound to be, other things being equal, a fairly large volume of labour turnover. No records were, however, available in any of the regulated factories excepting one. The Manager of an unregulated factory, by a careful reference to the attendance registers, supplied fairly reliable figures for a short period—one month in October 1940 and one month in January 1944—and explained that the high turnover in the first case was due to the closing down of the mats weaving section and that recruitment for Assam was responsible for the larger percentage of turnover in the second case. The Manager of the regulated factory, referred to above, also attributes the higher turnover in his concern during 1944 as compared with 1942 to the inducement of higher

wages offered for war service. The data obtained from these two sources are given below :—

TABLE IX.

Serial number of the factory.	Period for which information was available.	Average daily number of persons employed.	Details of turnover (Monthly)	Percentage of turnover
(1)	(2)	(3)	(4)	(5)
3	1-1-1944 to 30-11-44	1,055	Voluntary-124	11·8
15	October 1940	154	Voluntary-11	7·1
	January 1944	65	Voluntary-11	16·92

Absenteeism.—The calculation of absenteeism among workers in the coir factories was rendered difficult for the following reasons :—

(i) As the bulk of the work done in the factory is on a piece-rate basis and as attendance registers are not maintained as carefully as they would be if work were on a time-rate basis, the managements affirm that the records of attendance of workers cannot be completely relied upon for calculating absenteeism with any high degree of accuracy.

(ii) In two factories, we discovered that all the workers in some sections during certain months were marked absent for several weeks. When questioned, the managers pointed out that it was their practice to mark a worker absent even when he was away for want of work in the factory.

(iii) In one factory, it was found that the clerk in charge of the attendance register had marked certain workers absent although they had altogether left their jobs. We are told that this is the common practice in the Alleppey factories, as workers never give any intimation of their intention to leave their employment to the managements concerned.

Bearing in mind these difficulties my investigating staff was in a position to calculate absenteeism from the attendance registers only for short periods in the case of the following factories :—

TABLE X.

Serial number of factory	Period	Total Man-days ~~worked~~	Man-days lost	Percentage of absenteeism.
(1)	(2)	(3)	(4)	(5)
REGULATED FACTORIES				
10	January 1939	5,512	565	10·25
	November 1943	2,450	467	19·1
6	November 1941	4,364	861	19·7
	December 1943	3,429	1,485	43·6
7	October 1943	4,500	572	12·7
9	December 1943	6,214	1,945	31·3

(contd.)

Serial number of factory	Period	Total Man-days ~~worked~~	Man-days lost	Percentage of absenteeism
(1)	(2)	(3)	(4)	(5)
UNREGULATED FACTORIES				
15	October, 1940	3,699	540	14·6
	October, 1943	2,080	364	17·5
12	January, 1942	4,810	1,214	25·2
	August, 1944	2,808	119	4·2
13	December, 1943	1,924	17	0·8

Three factories supplied the following figures of absenteeism for the year 1943 :—

TABLE XI.

Serial Number of factory.	Total number of man-days ~~worked~~ in the year.	Total number of man-days lost due to absenteeism.	% of absenteeism.
(1)	(2)	(3)	(4)
2	152,272	15,000	9·8
3	348,095	15,357	4·4
4	30,393	167	0·5

Causes of Absenteeism.—The general causes of absenteeism as given by the factory managers are the following :—

(a) sickness,

(b) festivals,

(c) social obligations and ceremonies, and

(d) laziness, negligence and sometimes deliberate wasting away of time.

No effort has so far been made by any of these factories to reduce absenteeism.

Standing orders.—There are no standing orders governing the relationship between the employer and the employee in any of the sampled units. There are no regulations with regard to applications for leave, etc., as is the case with time-rate workers. However, after the General Strike of 1938 organised by the Travancore Coir Factory Workers' Union, several conventions have been built up, which have acquired the force of regulations, merely because of the power of the Union. Quite recently, an Industrial Relations Committee has also been set up, which practically decides all questions concerning the relations between the employer and the employee. The details of these developments are discussed elsewhere in this report.

Recruitment of Labour.—There are three important methods of recruitment of labour :—

Firstly, the employer himself recruits labour directly. At the time of the George Committee Enquiry, it was pointed out that " in the Alleppey Municipal Area, there is at all times a floating labour population of which a considerable portion is unable to find regular or full-time employment Outside the gates of factories are large numbers of workmen waiting every morning in the hope of being taken in at least as substitutes or for part-time

work "*. The situation is slightly changed today but, nevertheless, many employers still recruit labour at the factory gate.

Secondly, there is the system of recruitment through *Moopans* or foremen placed in charge of particular sections of the factory. Whenever the management is in need of a large force of extra labour for executing any large or urgent orders the *Moopan* is instructed to bring the required number of workers. We may note in this connection that the various "exactions"† of the *Moopans* which were the subject of a searching enquiry at the hands of the George Committee have now disappeared on account of the power and influence of the local trade union.

Thirdly, recruitment is made, particularly for skilled workers, by putting up notices or sending out special advertisements through *maistries* and agents of the factories. The proprietor of one of the leading factories admitted that he had to pay money in advance to procure skilled workmen, whenever he was in need of their services for any urgent work.

Labour Officer.—There is no Labour Officer in any of the factories excepting one. A prominent Indian factory utilises the services of the yard Superintendent as a Labour Officer.

The absence of Labour Officers is compensated to some extent by certain commendable arrangements which have been made by the Travancore Coir Factory Workers' Union. For, ever since the General Strike of 1938, the Union has set up in each factory a "Factory Committee" consisting of representatives from each section of the factory, (who are, of course, members of the Trade Union as well) whose duties, amongst other things, are to bring to the notice of the managements concerned, any case of irregularity on the part of the contractor, *moopan* or the subordinate staff and to secure immediate redress. In this way, all day to day difficulties are discussed and settled amicably by direct negotiation between the workers and the management. Questions affecting all the factories or problems of general policy are referred to the officers of the Union in the first instance and then to the Industrial Relations Committee, referred to below.

Wages and Earnings.

Wage rates.—Wage rates in the coir mats and matting industry are exceedingly bewildering, especially to those who are not well acquainted with this industry. There are three main reasons for it :—

(i) There is a very large variety of types of work both under mats and matting, each with its own schedule of rates.

(ii) There are, under each type, innumerable patterns and designs of work with varying rates of wages for each pattern and design.

(iii) There is no uniformity in the method of fixing wages either for types or for designs, since each factory has its own independent standards or basis for the same.

The net result is that rates of wages show wide disparities between one factory and another in respect of the same pattern or the same type of work. Table XII gives a general view of the existing rates of wages in respect of some of the important types and patterns of mats and matting in the leading factories under study—both regulated and unregulated. The George Committee has rightly pointed out that these disparities "constitute at once the cause and the result of much of the unhealthy competition that prevails in the industry.....(and) that it is also the cause of much discontent among the workers"‡

*George Committee Report, p. 92.

†George Committee Report, pp. 114 and 115.

‡Report, p. 103.

TABLE XII.

Showing wage rates in the Coir Mats and Matting Factories 'Alleppey'.

(piece-rate workers).

Serial No.	Section.	Unit of quotation for wage rates.	Regulated Factories.							Average
			Factory No. 1.	Factory No. 2.	Factory No. 3.	Factory No. 4.	Factory No. 5.	Factory No. 7.	Factory No. 9.	Average rates for regulated factories.
			Rs. As. P.	Rs. As. P.	Rs. As. P.	Rs. As. P.	Rs. As. P.	Rs. As. P.	Rs. As. P.	Rs. As. P.
	MATTING.									
1	Weaving	Anjengo 4/4×50 2 Shaft Plain (36"×50 yards) ..	3 2 0	3 4 0	3 3 0	3 5 0	2 13 10	..	3 8 0	3 3 3½
		Anjengo 4/4×50 3 Shaft Plain	2 0 0	1 15 0	1 13 0	1 12 0	1 11 6	..	2 0 0	1 13 11
		Anjengo 4/4×50 4 Shaft Plain	..	3 10 0	..	..	..	..	..	3 10 0
		Vycome 4/4×50 2 shaft Plain (36" × 50 yards).	3 2 0	2 10 0	2 9 0	2 9 6	..	..	2 14 0	2 12 1
		Vycome 4/4×50 3 Shaft Plain	2 0 0	..	1 13 0	..	1 11 6	..	1 8 2	1 12 2
		Vycome 4/4×50 4 Shaft Plain	..	..	..	..	..	..	..	..
		Aratory 4/4×50 2 Shaft Plain (36" × 50 yards).	3 2 0	..	..	3 0 0	..	..	..	3 1 0
		Aratory 4/4×50 3 Shaft Plain	2 0 0	..	1 13 0	1 12 0	..	..	2 0 0	1 14 3
		Aratory 4/4×50 4 Shaft Plain	..	..	..	..	..	..	..	..
2	Stencilling	Per sq. yard.	0 1 1½	..	0 0 11	0 0 10½	0 0 7½	0 0 8	0 1 0	0 0 10⅝
3	Spooling and Beaming	One Roll—36" × 50 yards	..	0 15 0	0 14 11	0 14 0	0 14 6	..	..	0 14 7⅛
4	Quilling	....	0 2 4	0 2 0	..	0 2 0	..	..	..	0 2 1½
5	Dyeing	Per candy of 672 lbs.	..	..	1 2 6	Time Rate	Time Rate	..	2 0 0 (drying also included).	..
6	Sorting	Ordinary 36" × 50 yards	..	..	..	0 1 6	..	..	..	..
7	Splicing	One cwt.	..	..	1 0 0	1 7 7	0 15 9	..	0 15 9	1 1 9¼
8	Rolling and Packing	.. ..	..	..	..	..	..	..	..	..
	MATS.	*Reach mat standard size.*								
1	Weaving	2×1 No. 3 size—Rate per Mat.	..	..	0 1 6⅜	..	..	..	0 1 7	0 1 6 11/16
		3×1 No. 3 size—Rate per Mat.	..	..	0 1 6	..	..	..	0 1 7	0 1 6½
		2×2 No. 3 size—Rate per Mat.	..	..	..	..	..	..	0 1 5	1 5 0
2	Binding	Size 1 to 6—Rate per 100 mats.	..	..	1 15 5	2 1 9	1 15 0	..	2 0 3	2 0 1½
3	Squaring	Size 1 to 6—Rate per 100 mats.	..	..	0 6 3	0 6 7	0 6 0	0 5 9	0 7 2	0 6 4 1/5
4	Shearing	Any size—Rate per 100 Mats.	..	..	0 3 0	0 3 1½	0 3 9	..	0 6 0	0 3 11 11/16
5	Trimming	Any size—Rate per 100 Mats. (size 1 to 6) ..	0 2 11	..	..	0 3 2	0 3 2	..	..	0 3 1
6	Clipping	Size No. 1—Rate per Mat.	..	..	0 0 8¾	0 1 3½	..	..	0 0 8¾	0 0 11
7	Braiding	Anjengo 5 ply—Rate per 100 yards	0 2 10	..	0 4 1	0 4 3	0 4 0	..	0 3 8¾	0 3 9 7/20
8	Stencilling	Any size—Rate per doz.	0 1 3	..	..	0 2 7	0 2 0	..	..	0 1 11½

Serial No.	Section.	Unit of quotation for wage rates.	Unregulated Factories.				Average Rates for unregulated factories.
			Factory No. 11.	Factory No. 13.	Factory No. 14.	Factory No. 15.	
	MATTING.		Rs. As. P.	Rs. As. P.	Rs. As. P.	Rs. As. P.	Rs. As. P.
1	Weaving	Anjengo 4/4×50 2 Shaft Plain (36″ × 50 yards).	3 0 0	3 12 0	2 12 0	2 10 0	3 0 0
		Anjengo 4/4×50 3 Shaft Plain	..	1 14 0	2 0 0	1 14 0	1 14 8
		Anjengo 4/4×50 4 Shaft Plain	..	3 10 0	..	..	3 10 0
		Vycome 4/4×50 2 Shaft Plain (36″ × 50 yards).	2 5 0	..	2 4 0	2 4 0	2 4 4
		Vycome 4/4×50 3 Shaft Plain	..	..	..	..	..
		Vycome 4/4×50 4 Shaft Plain	3 0 0	..	..	..	3 0 0
		Aratory 4/4×50 3 Shaft Plain (36″ × 50 yards). ..	..	..	2 0 0	..	2 0 0
2	Stencilling	Per candy of 672 lbs.	..	..	0 0 11½	..	0 0 11½
3	Spooling and Beaming ..	One Roll—36′ × 50 yards	..	0 14 0	1 0 0	..	0 15 0
4	Quilling	....	..	0 1 10	..	..	0 1 10
5	Dyeing	Per sq. yds.	..	Time Rate	Time Rate	Time Rate	..
6	Sorting	Ordinary 36′ × 50 yards	..	0 1 9	..	Time Rate	..
7	Splicing	One cwt.	..	1 7 7	..	..	..
8	Rolling and Packing ..	....	..	..	..	..	..
	MATS.	*Beach mat standard size.*					
1	Weaving	2×1 No. 3 size—Rate per mat.	..	..	..	..	..
		3×1 No. 3 size—Rate per mat.	..	..	..	..	..
		2×2 No. 3 size—Rate per mat.	..	..	..	..	..
2	Binding	Size 1 to 6—Rate per 100 mats...	..	..	..	..	..
3	Squaring	Size 1 to 6—Rate per 100 mats...	..	..	..	..	..
4	Shearing	Any size—Rate per 100 Mats.	..	..	..	..	..
5	Trimming	Any size—Rate per 100 Mats. (Size 1 to 6).	..	..	..	..	..
6	Clipping	Size No. 1—Rate per Mat.	..	..	..	..	..
7	Braiding	Anjengo 5 ply—Rate per 100 yards	0 3 6	..	..	..	..
8	Stencilling	Any size—Rate per doz.	..	..	0 2 4	..	..

Standardisation of Wage Rates.—The obvious solution of the problem is, of course, the standardisation of wage rates ; but as the task would involve the standardisation of types and qualities and the determination of grades for the same, the George Committee recommended the appointment of an expert body to deal with this problem*. The outbreak of the present war is perhaps the reason why the Travancore Government have not taken any action with regard to this recommendation. Early steps in this direction appear very essential.

Basic rates.—The rates given in Table XII are basic rates, and no important changes have occurred in them since August 1939. One small factory in Alleppey town and 3 factories in its suburbs, however, have introduced the following changes in basic rates in respect of a few items of piece work as shown below :—

TABLE XIII.

Location.	Serial No. of factory.	Type of work.	Rate in 1939.	Rate in December 1944.
(1)	(2)	(3)	(4)	(5)
			Rs. As. P.	Rs. As. P.
Thumboly (suburb of Alleppey).	15	*Matting Weaving* 2 Shaft Anjengo.	2 8 0	2 10 0
Pathirapalley (suburb of Alleppey).	11	*Matting Weaving Aratory* 2 shaft.	2 12 0	3 0 0
	11	*Beaming* (50 yds.).	0 3 6	0 4 0
	11	*Braiding* (100 mats) ..	0 2 10	0 3 6
	11	*Splicing* (100 lbs.) ..	0 0 2½	0 0 3
Kaithawana (suburb of Alleppey).	17	*Mats weaving*—		
		(*a*) 24″ × 14″ ..	0 1 0	0 1 6
		(*b*) 27″ × 16″ ..	0 1 3	0 1 10
		(*c*) 30″ × 18″ ..	0 1 6	0 2 1
		Beaming (70 yds.) ..	0 1 3	0 1 10
Alleppey Town proper ..	21	*Stencilling* (per piece) ..	1 12 0	3 0 0
	21	*Binding* (100 mats) ..	1 13 0	2 12 0

The increase is appreciable only in respect of stencilling and binding in Factory No. 21. But as this unit does not pay any dearness allowance like the other factories in Alleppey town there is no real increase in earnings.

Wages for contract labour.—Contract labour does not receive the same wages as labour directly employed, since the contractor, out of the wages paid to him for any given piece of work, takes a commission ranging from 10 to 15 per cent., according to the nature of the work.

There is one important item of work, namely, loading and unloading, in which the contractor is not paid a fixed commission, but is allowed to take one extra share of the total wages determined in the following manner. If 10 men are employed in the work, including the contractor, the total receipts are divided into 11 shares and the contractor takes one extra share over and above his own share.

* Report p. 104.

Principles determining wage rates.—With regard to the principles determining wage rates in coir industry the employers at Alleppey pointed out before the George Committee that wages for piece-work took into account :—

(a) the nature of the work to be done,

(b) the estimated output of an average worker so as to enable him " to earn what would seem to be a fair wage*, and

(c) the selling price of the manufactured commodity.

Labour, on the other hand, contended before the same Committee that " rates are fixed on no definite basis except that of custom and the discretion of the employers "†. The George Committee, which examined this question, concluded :—

(a) that rates for piece work have been evolved to a large extent rather than " arbitrarily laid down ",

(b) that the primary factor in determining the rates has been the gross profit of the employer, as he had always resorted to cutting wages in order to make good any loss of his profits, and that

(c) " when new patterns or qualities are introduced, the rates are, in the ultimate resort, fixed by bargaining ; the employer calculating on his margin of gross profit and the worker comparing the offer with the usual rates for similar or nearly similar work in other factories. We may mention here that in the case of the labourers in the mats and matting industry, their bargaining power has appreciably declined on account of the influx of labour in the industry in recent years "†.

It was therefore recommended that a committee of experts should be appointed to fix a minimum wage for the worker and standardise wage rates. It was recommended further that a Trade Boards Act should be passed on the model of British legislation on the subject as the creation of a statutory wage-fixing machinery would be " the ultimate solution of the present confusion of rates "‡.

Trade Boards Bill.—A Trade Boards Bill is now under the consideration of the Travancore Government and is expected to be placed very soon on the statute book. It is hoped that, when necessary action is taken under the provision of this measure, there will be a satisfactory system of wage rates.

Industrial Relations Committee.—In this connection it is necessary to refer to the constitution of an Industrial Relations Committee composed of the representatives of employers and employees which has come into existence since 1943. This voluntary organisation has done much to promote industrial peace and one of its duties at present is the fixing of rates of wages for all *new types* of work in the manufacture of mats and matting. The immediate necessity for the setting up of this organisation was the desire on the part of the local manufacturers to prevent competition amongst themselves in executing the orders of the Supply Department of the Government of India with regard

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* Report, p. 100.

† Report, p. 101.

‡ Report, p. 106.

to tent components. The following are the rates of wages fixed by the Industrial Relations Committee for tent components :—

TABLE XIV.

Item of work.	Rates in Travancore Currency (Chs. = Chuckrams).		Equivalent rates in British Indian Currency.
(1)	(2)		(3)
Pin Bag—	Chs.	Cash.	Rs. a. p.
(1) 3 pieces salitah	21	..	0 11 9
(2) 1 Piece salitah	9	..	0 5 1
Wall Bag—			
(1) Small size	7	8	0 4 3
(2) Large size	8	2	0 4 9
Bags Pole and Pin	9	5	0 5 3
Stone Bag	4	11	0 2 8

Wages for time-rate workers.—The Industrial Relations Committee has also increased the rates of wages for time-workers. The wages of women have been raised from As. 7 to As. 9 per day and of men from As. 10 to Re. 1 per day.

Allowances.—Workers have been in receipt of dearness allowances ever since the general strike of 1938. The following statement gives details of these allowances granted by employers :—

Date.	Dearness allowance expressed as cumulative percentage of basic rates of wages.
14-11-1938	6¼
5-5-1941	12½
17-8-1942	18¾
8-5-1943	25
1-7-1943	31¼
8-11-1943	37½
21-2-1944	50
1-8-1944	62½
1-11-1944	75

Thus, the dearness allowance at present amounts to 12 As. in the rupee or 75 per cent. of the basic rates of wages of 1939. Since wages are paid on a piece-rate basis, it is obvious that a worker, who, on account of absenteeism or other causes, does not earn any wage, cannot also earn any dearness allowance. It may be noted further that these allowances are not adequate to meet the increased cost of living, which is estimated to have gone up by about 200 per cent*. Labour, indeed, has been demanding not only an iccrease in the basic rates of wages but also an increase in dearness allowances proportionate to the increased cost of living. No conditions have been attached so far for the payment of these allowances, but it is too early to say whether these will be continued or withdrawn after the war. Nevertheless, as basic wages are admittedly low, there is bound to be an increase in basic rates or a continuance of the dearness allowances until wage rates are settled satisfactorily.

*There is no cost of living index for Tranvancore, and this estimate may perhaps err on the side of deficiency rather than excess as the prices of food articles, (which constitute a large proportion of he expenditure of the worker) have gone up much higher than in several parts of British India.

Suburban factories and dearness allowance.—As a general rule, the basic wage rates as well as the dearness allowances determined by the bigger manufacturers at Alleppey are adopted by the smaller factories in the *suburbs*. But, since some of these smaller factories have been obliged to raise their basic wages in 1944 in respect of a few items of work, they grant a dearness allowance of only 25 per cent. A factory at Kaithavana pays only 12-1|2 per cent. In the case of one small factory in Alleppey town which has considerably raised the basic rate, no dearness allowance is given.

Apart from the dearness allowances noted above, no other allowances are paid. There is no bonus or gratuity.

Overtime.—There is no overtime work in any of the factories under reference, and the explanations given by some of the employers are of special interest :—

(1) There is no scope for full employment even for the existing labour force.

(2) Overtime work would necessitate the payment of wages at enhanced rates which the industry cannot afford to bear.

(3) Labour is not inclined to do overtime work, owing to lack of stamina ; but, if overtime is necessary, fresh set of labourers are engaged.

Deductions from wages.—At the time of the George Committee Enquiry, the wages of workers in coir factories were subjected to a series of deductions of which the following were important :—

(a) *Moopukasu*—a sort of commission for the *Moopan* which ranged from one *chuckram* (equivalent to 7 pies in British Indian currency) to 2 *chuckrams* or thereabout *for every week* recovered at the time of wage payment†.

(b) " collections for special occasions like marriages in the *moopan's* family or for church and temple festivals "*.

(c) *Dharmavu*—a deduction made for the purpose of charity payments.

All these deductions were made on the top of various other forms of exactions. For, gratuitous labour had sometimes to be performed by the worker in the house of the *moopan* or bribes and illegal payments had to be made to the subordinate staff of the factories. The George Committee was convinced that " various kinds of unjust and illegal exactions were made from the workers by the *moopans* and other subordinates who were entrusted with the supervision of labour in the factories "‡.

It may be noted that such deductions are now a thing of the past thanks to the organised power of the Labour Union and the application of the Payment of Wages Act. They do not exist even in the smaller village factories visited by me. Workers were directly questioned on this point and their statements in all cases tallied with the entries in the books of the factory-owner or the *moopan*.

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†Report, p. 115.

*Report, p. 114.

‡Report, p. 116.

Deduction for damage.—The only deduction that still persists is deduction for damage to materials. At the time of the George Committee Enquiry employers not only deducted wages when the workers caused any damage to the articles made by them, but also retained the article with them or sold it for whatever it would fetch. The George Committee found that such cases were exceptional. According to my enquiry, this practice exists only in one sampled unit where deductions for damaged articles from 29th October 1943 (earlier records are not available) up to November 1944 had amounted to Rs. 8|7|8 only ; the maximum deduction was Rs. 4|5|- and the minimum was As. -|13|4. Whenever deductions are made, the damaged article is returned to the worker.

There is, however, a case of permissible deduction in three factories where deductions are made towards the cost of food and tiffin supplied by the canteens. The practice of supplying food and other articles on credit leads to extravagance and the sooner it is stopped the better for all concerned.

Fine fund.—At the time of the George Committee Enquiry, it was alleged that workers were subjected to heavy and unjust fines. But the enquiry " did not disclose any wide prevalence of this practice " though " fines for faulty work " and " fines imposed as disciplinary measures " were admitted to exist. At the time of my enquiry, there were no fines in any of the factories under report, except two. In one case, the amount outstanding was trifling (only As. 6 and pies 9) but in the other, where fines were imposed for faulty work, the amount outstanding was Rs. 777|10|7.

Periods of wage payment.—The system of weekly payment of wages obtains in all the factories under reference. In the case of a small factory, where only splicing is done, payment is made daily. As payment of wages on the same day for all departments in the bigger factories would involve much strain on the accounts staff, arrangements have been made for weekly payments on different days of the week.

It may be observed here that weekly payment has become a necessity as workers have to buy their rations weekly. The maximum wage period fixed in the Travancore Payment of Wages Act is, however, one month.

Closed days.—Sunday is a closed day in all the regulated factories. The bigger unregulated factories also observe this arrangement, owing to the influence of the Trade Union. But, in all the smaller unregulated factories, no weekly day of rest is observed.

There is no uniformity with regard to holidays. As a rule, holidays are restricted to (a) the King Emperor's Birthday (b) the Birthday of H. H. the Maharajah of Travancore, and (c) the Malabar festival known as ONAM. In addition to these three holidays, the European factories and the factories run by Christians declare holidays for important Christian festivals. In the case of the other factories, only sectional holidays are given.

Analysis of wages and earnings in Alleppey and Cochin.—For an analysis of the wages and earnings of workers in the coir industry it was considered advisable to cover both Cochin and Alleppey. Data on the subject were collected from 24 factories, of which 21 (8 regulated and 13 unregulated) were in Alleppey and 3 (2 regulated and one unregulated) in Cochin.

Wages in the coir matting industry being paid weekly, a calendar week of 7 days was chosen as the wage period and the data, relating to wages and earnings were taken from the pay rolls of the factories concerned, and, where necessary, from the books of the contractors as well. These data, collected separately for time-rate as well as piece-rate workers, and separately also for men, women and children refer to the largest number of workers who have worked the same number of days in each occupation. From these

data have been worked out the per capita *average daily wages and earnings* by dividing the average wages and earnings of each group by the number of days worked by them. Weekly averages of wages and earnings have also been worked out but only in respect of those who have worked during all the working days of the wage period and not in the case of others. These data are shown in Table XV and cover 15 selected occupations and 76 per cent. of the total workers (2,357 out of 3,085) recorded in all the 24 units surveyed :—

TABLE XV.

Showing wages and earnings in selected occupations in the Coir Matting Industry in Alleppey & Cochin.

P = Piece.
T = Time.
M = Men.
C = Children.
W = Women.
* = Unregulated.
A = Adolescents

Code letter of factory.	Sex & P or T.	No. of workers covered.	Average daily basic wages earned.	Average daily net earnings including allowances.	Average basic wages earned in the wage period by samples with full attendance.*	Average net earnings in the wage period of samples with full attendance.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
			Rs. AS. P.	Rs. AS. P.	Rs. AS. P.	Rs. AS. P.
		Occupation. (1) *Spooling.*				
A	C—P	20	0 3 9	0 6 7	1 6 7	2 7 6
B	W—P	29	0 3 11	0 6 11	1 7 8	2 9 5
C	W—P	16	0 5 2	0 9 1	1 15 0	3 6 3
D	C—P	22	0 5 7	0 9 10	2 1 8	3 10 11
E	W—P	22	0 7 5	0 12 11	2 12 3	4 13 6
O*	C—P	23	0 4 6	0 7 11	1 11 0	2 15 3
	Total	132				
		Occupation. (2) *Beaming.*				
B	M—P	61	0 8 10	0 15 6	3 5 0	5 12 9
C	M—P	3	0 11 6	1 4 1	..	..
D	M—P	2	0 11 5	1 4 0	4 4 7	7 8 0
F	M—P	27	0 8 7	0 15 1	..	..
G	M—P	32	0 6 11	0 12 0	2 9 5	4 8 6
P*	C—P	6	0 3 4	0 3 9	1 4 0	1 6 6
Q*	C—P	8	0 3 11	0 6 10	1 7 6	2 9 2
	Total	139				
		Occupation. (3) *Carpet Weaving*				
A	M—P	64	1 4 9	2 4 0	7 12 3	13 5 9
C	M—P	118	1 1 3	1 14 3	6 7 3	11 4 8
D	M—P	30	1 6 9	2 7 10	8 6 5	14 14 9
E	M—P	70	1 4 7	2 4 1	7 11 8	13 8 5
	Total	282				

*i.e., those who have worked during all the 6 days of the week in the case of all the unit and 7 days in the case of Factory No. Y.

Code letter of factory.	Sex & P or T.	No. of workers covered.	Average daily basic wages earned.	Average daily net earnings including allowances.	Average basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
			Rs. As. P.	Rs. As. P.	Rs. As. P.	Rs. As. Ps
	Occupation. (4) *Matting Weaving.*					
A ..	.. M—P ..	18	0 13 8	1 8 0	5 2 2	8 15 10
C ..	.. M—P ..	40	1 1 7	1 14 8	6 9 3	11 8 2
D ..	.. M—P ..	57	0 12 1	1 5 2	4 8 6	7 14 11
E ..	.. M—P ..	48	0 13 7	1 7 10	5 1 8	8 14 11
F ..	.. M—P ..	66	0 12 9	1 6 3	4 12 4	8 5 7
G ..	.. M—P ..	74	1 0 3	1 12 5	6 1 5	10 10 6
H ..	.. M—P ..	38	0 10 3	1 1 11	3 13 6	6 11 8
M* ..	.. M—P ..	32	0 11 7	1 3 1	4 5 6	7 2 9
N* ..	.. M—P ..	56	0 10 5	1 2 3	3 14 5	6 13 3
O* ..	.. M—P ..	60	0 12 5	1 5 9	4 10 6	8 2 5
Q* ..	.. M—P ..	19	0 11 10	1 4 9	4 7 2	7 12 7
S* ..	.. M—P ..	32	1 8 9	2 11 3	..	..
U* ..	.. M—P ..	38	1 0 6	1 12 10	6 2 11	10 13 1
COCHIN:						
X ..	.. M—P ..	2	1 3 1	1 3 1	7 2 6	7 2 6
Y ..	.. M—P ..	2	2 5 10	2 5 10	14 2 9	14 2 9
	(Big size).					
	(Small size)	12	1 2 4	1 2 4	6 14 0	6 14 0
	Total ..	594				
	Occupation. (5) *Mats Weaving.*					
B ..	.. M—P ..	155	0 12 8	1 6 2	4 11 11	8 4 10
D ..	.. M—P ..	2	0 11 2	1 3 6	4 3 0	7 5 8
E ..	.. M—P ..	3	0 12 5	1 5 9	4 10 8	8 2 8
G ..	.. M—P ..	28	0 8 8	0 15 3	3 4 2	5 11 4
H ..	.. M—P ..	19	0 9 11	1 1 5	3 11 7	6 8 3
K* ..	.. M—P ..	10	1 0 4	1 0 4	6 2 0	6 2 0
L* ..	.. M—P ..	11	0 8 0	0 14 0	2 15 10	5 3 9
P* ..	.. M—P ..	24	0 12 8	0 14 3	4 12 0	5 5 6
	Total ..	252				
	Occupation. (6) *Mats Shearing.*					
A ..	.. M—P ..	2	0 13 5	1 7 5	5 0 4	8 12 7
B ..	.. M—P ..	3	1 2 11	2 1 1	..	..
E ..	.. M—P ..	2	0 9 7	1 0 9	3 9 5	6 4 6
F ..	.. M—P ..	6	0 8 1	0 14 2	3 0 5	5 4 9
G ..	.. M—P ..	3	0 14 11	1 10 2	5 9 9	9 13 1
H ..	.. M—P ..	2	0 11 6	1 4 2	..	..
	Total ..	18				
	Occupation. (7) *Mats Binding.*					
A ..	.. M—P ..	44	0 7 10	0 13 8	2 14 10	5 2 0
B ..	.. M—P ..	32	0 9 9	1 1 1	3 10 6	6 6 5
D ..	.. M—P ..	6	0 7 8	0 13 5	2 14 0	5 0 6
E ..	.. M—P ..	17	0 10 10	1 3 0	4 1 2	7 2 1
F ..	.. M—P ..	5	0 7 9	0 13 6	2 14 3	5 0 11
G ..	.. M—P ..	20	0 10 0	1 1 5	3 11 9	6 8 7
H ..	.. M—P ..	9	0 13 5	1 7 6	5 0 8	8 13 2
P* ..	.. M—P ..	8	0 11 1	0 12 6	4 2 8	4 11 0
R* ..	.. M—P ..	8	0 6 4	0 6 4	2 6 0	2 6 0
	Total ..	149				

Code letter of factory.	Sex & P or T.	No. of workers covered.	Average daily basic wages earned.	Average daily net earnings including allowances.	Average basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
			Rs. as. p.	Rs. as. p.	Rs. as. p.	Rs. as. p.
Occupation. (8) *Braiding.*						
B	W—P	32	0 5 6	0 9 8	..	..
E	W—P	20	0 4 7	0 8 1	..	..
F	W—P	23	0 6 6	0 11 5	..	..
G	W—P	4	0 5 3	0 9 3	1 15 8	3 7 5
N*	W—P	5	0 6 7	0 11 7	..	..
O*	W—P	16	0 5 3	0 9 2	1 15 6	3 7 2
	Total	100				
Occupation. (9) *Stencilling.*						
B	M—P	70	1 1 11	1 15 5	..	..
E	M—P	15	0 14 9	1 9 10	5 8 8	9 11 2
F	M—P	13	0 13 3	1 7 2	..	..
G	M—P	27	1 11 5	3 0 0	10 4 6	17 15 11
H	M—P	13	1 3 6	2 2 2	..	..
U*	M—P	8	0 15 6	1 11 1	5 12 9	10 2 6
R*	M—P	4	1 7 3	1 7 3	8 11 6	8 11 6
	Total	150				
Occupation. (10) *Matting Stitching.*						
E	M—P	2	1 1 3	1 14 2	6 7 4	11 4 10
G	M—P	10	0 8 4	0 14 7	3 2 1	5 7 8
G	C—P	60	0 2 2	0 3 10	..	..
U*	W—P	2	1 11 1	2 15 4	10 2 3	17 11 11
J*	W—P	7	1 4 0	1 4 0	..	..
	Total	81				
Occupation. (11) *Dyeing.*						
A	M—P	6	0 9 8	1 0 11	..	..
B	M—P	11	0 8 1	0 14 2	3 0 7	5 5 0
C	M—P	6	0 7 3	0 12 9	2 11 8	4 12 5
	W—T	1	0 6 0	0 10 6	2 4 0	3 15 0
E	M—P	4	0 13 9	1 8 1	5 2 8	9 0 8
G	M—P	15	0 14 9	1 9 10	5 8 5	9 10 9
H	M—T	6	0 12 2	1 5 4	4 9 0	7 15 9
U*	M—T	4	0 9 8	1 0 10	3 9 9	6 5 1
M*	M—T	6	1 2 8	2 0 8	7 0 0	12 4 0
N*	M—P	3	0 8 1	0 14 1	..	..
S*	W—P	2	0 7 0	0 12 3	3 1 0	5 5 9
	M—P	1	0 10 0	1 1 6	4 6 0	7 10 6
	Total	65				
Occupation. (12) *Coiling & Rehanking.*						
B	M—P	36	0 9 8	1 0 11	3 9 11	6 5 4
B	W—P	22	0 5 1	0 9 11	1 14 3	3 11 4
	Total	58				

Code letter of factory.	Sex & P or T.	No. of workers covered.	Average daily basic wages earned.	Average daily net earnings including allowances.	Average basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
			Rs. AS. P.	Rs. AS. P.	Rs. AS. P.	Rs. AS. P.
Occupation. (13) *Tent Components.*						
A	W—P ..	145	0 6 5	0 11 3	..	..
F	M—P ..	42	1 4 3	2 3 5	..	..
O*	M—P ..	68	0 13 8	1 7 11	5 2 0	8 15 6
	A—P ..	9	0 12 1	1 5 2	4 8 6	7 14 11
	Total ..	264				
Occupation. (14) *Fender Ropes.*						
G	M—P ..	42	0 14 0	1 9 1	5 6 1	9 6 8
	Total ..	42				
Occupation. (15) *Chain Boys.*						
G	C—P ..	32	0 6 10	0 12 0	2 9 1	4 7 11
	Total ..	32				
GRAND TOTAL ..	..	2,358				

From the data in Table XV have been worked out

(a) the average daily wages and net earnings in each occupation,

(b) the extent of variation in wages and earnings from factory to factory in respect of each occupation and

(c) the level of wages of workers in the industry taken as a whole.

Distribution of Wages in different occupations.—From Table XVI which gives the weighted averages of daily wages and net earnings, it is seen that the wages of children and women are lower than those of men in the same occupation, and that even among men workers, skilled jobs like stencilling and carpet weaving are more remunerative than the less skilled ones like beaming and mats binding. It may be noted here that the comparatively higher wages for the making of 'tent components' are due to the fact that the Industrial Relations Committee have fixed the rates for these war orders at a fairly high level.

TABLE XVI.

Showing weighted averages of daily wages and net earnings in important occupations.

Serial No.	Name of Occupation.	Average daily wages.			Average daily net earnings.		
		Men.	Women.	Children.	Men.	Women.	Children.
		Rs. AS. P.	Rs. AS. P.	Rs. AS. P.	Rs. AS. P.	Rs. AS. P.	Rs. AS. P.
1	Spooling	..	0 5 4	0 4 8	..	0 9 4	0 8 2
2	Beaming	0 8 5	..	0 3 8	0 14 9	..	0 5 7
3	Carpet Weaving ..	1 3 6	..	..	2 2 2	..	..

Serial No.	Name of Occupation.	Average daily wages.			Average daily net earnings.		
		Men.	Women.	Children.	Men.	Women.	Children.
		Rs. AS. P.	Rs. AS. P.	Rs. AS. P.	Rs. AS. P.	Rs. AS. P.	Rs AS. P.
4	Matting Weaving ..	0 14 3	..	..	1 7 11	..	..
5	Mats Weaving ..	0 11 11	..	..	1 3 5	..	..
6	Mats Shearing ..	0 12 2	..	..	1 5 4	..	..
7	Mats Binding ..	0 9 4	..	..	0 15 8	..	..
8	Braiding	..	0 5 9	..	..	0 10 1	..
9	Stencilling	1 3 1	..	..	2 0 11	..	..
10	Matting Stitching ..	0 9 10	..	..	1 1 3	..	..
11	Dyeing	0 11 8	0 6 8	..	1 4 5	0 11 8	..
12	Coiling and Rehanking	0 9 8	0 5 1	..	1 0 11	0 8 11	..
13	Tent Components ..	1 0 2	0 6 5	..	1 12 4	0 11 3	..

Disparities in wages and earnings between one factory and another.—To determine the extent of variations in wages and earnings between one factory and another in respect of one and the same occupation, Co-efficients of Variation* have been worked out and are shown in the following Table :—

TABLE XVII.

Showing Co-efficients of Variation in wages and earnings in different factories in respect of each occupation.

Serial No.	Name of occupation.	Class of workers.	Co-efficient of Variation.	
			Wages.	Earnings.
1	Spooling	Women and Children ..	26·05	26·22
2	Beaming	Men & Children	42·21	46·80
3	Carpet weaving	Men	11·20	11·12
4	Matting weaving	Men	41·64	29·84
5	Mats weaving	Men	23·20	18·37
6	Mats shearing	Men	30·68	30·88
7	Mats binding	Men	23·47	31·80
8	Braiding	Women	14·03	13·98
9	Stencilling	Men	31·93	28·80
10	Mats stitching	Men, Women and Children ..	65·40	71·29
11	Dyeing	Men and Women	35·97	35·93

Disparities in wages and earnings are of course inevitable if men, women and children are employed in the same occupation and are paid wages on a piece rate basis, as in mats stitching, beaming, dyeing and spooling. But it is indeed striking to note that such disparities exist even in the case of those occupations (Nos. 3—7 and 9) where only men are employed and in 'braiding' where women alone are employed. These disparities are due not only to the system of payment of wages on a piece rate basis (which is determined by individual efficiency) but also to the disparities in wage rates between one factory and another in respect of one and the same occupation (*vide* Table XII). It is instructive to find that the highest variations are found in matting weaving, stencilling and mats shearing, where patterns and designs are more varied than in mats weaving, mats binding and carpet weaving.

Disparities in wages and earnings are also due to the varying number of hours worked in different factories by different categories of employees. For

*C, of V.=S. D./Mean × 100 ; n is taken as n—1 as the samples (factories) are small.

example, men, women and children work only 9, 8 and 5 hours respectively in all regulated factories, whereas there are no restrictions on the hours of work in unregulated factories. (*Vide* Table XV—dyers in factory No. M. and matting stitchers in U and J).

Lastly, differences in basic wages and dearness allowances are also responsible for disparities in wages and earnings in certain factories (matting weaving in S and Y, stencilling in R, etc.). These differences are reflected in the differences in the values of co-efficients of variation between wages and earnings in respect of matting weaving, mats weaving, mats binding and stencilling.

Level of Wages and Earnings in the Industry as a whole.—A general view of the level of wages and earnings in the industry as a whole is presented in Tables XVIII and XIX in which workers in all the occupations are arranged into specified income groups. It may be noted that 45 workers in five wage-groups (3, 8, 9, 10 and 13)* and 32 workers in two wage-groups (1 and 6)† were in receipt of higher basic wages in lieu of no dearness allowances and reduced allowances respectively. This, of course, places these workers in higher wage-groups but not in higher income groups. These workers form only about 3 per cent. of the total, and this would not therefore affect the general conclusions set forth in paras. 59 to 63 :—

TABLE XVIII.

Frequency Table showing average daily wages in the Coir Matting Industry in Alleppey and Cochin.

Serial No. of wage groups.	Wage Groups.	Number and percentage of workers in specified wage groups.							
		Men.		Women.		Children.		Total.	
		No.	%	No.	%	No.	%	No.	%
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1	Less than 4 As.	..	..	29	9·0	94	58·4	123	5·2
2	4 As. to -/5/11	..	..	88	27·2	67	41·6	155	6·6
3	6 As. to -/7/11	133	7·1	198	61·1	..	...	331	14·0
4	8 As. to -/9/11	255	13·6	..	..	..	..	255	10·8
5	10 As. to -/11/11	200	10·7	..	..	..	..	200	8·6
6	12 As. to -/13/11	542	29·0	..	..	..	..	542	23·0
7	14 As. to -/15/11	83	4·4	..	..	..	..	83	3·5
8	Re. 1 to 1/1/11	324	17·3	..	..	..	..	324	13·7
9	Rs. 1/2 to 1/3/11	106	5·7	..	..	..	..	106	4·5
10	Rs. 1/4 to 1/7/11	98	5·2	7	2·0	..	..	105	4·5
11	Rs. 1/8 to 1/11/11	129	6·9	2	0·7	..	..	131	5·5
12	Rs. 1/12 to 1/15/11	..	..	..	..	..	..	..	..
13	Over Rs. 2	2	0·1	..	..	..	..	2	0·1
	Total ..	1,872	100·0	324	100·0	161	100·0	2,357	100·0

**Vide* Table XV for details :—
1 in stencilling ; 7 in matting stitching ;
8 in mats binding ; 16 in matting weaving ;
(in two units X and Y) and 10 in mats weaving.

†*Vide* Table XV for details :—
24 in mats weaving and 8 in mats binding.

TABLE XIX.

Frequency Table showing average net earnings per day.

Serial No.	Daily net earnings.	Number and percentage of workers.							
		Men.		Women.		Children.		Total.	
		No.	%	No.	%	No.	%	No.	%
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1	Less than 8 As.	8	0·4	29	9·0	117	72·7	154	6·5
2	8 As. to -/11/11	64	3·4	262	80·9	44	27·3	370	15·8
3	12 As. to -/15/11	250	13·4	24	7·4	..	..	274	11·6
4	Re. 1 to 1/3/11	324	17·3	7	2·1	..	..	331	14·1
5	Rs. 1/4 to 1/7/11	540	28·8	..	..	..	..	540	22·9
6	Rs. 1/8 to 1/11/11	125	6·7	..	..	..	..	125	5·3
7	Rs. 1/12 to 1/15/11	272	14·5	..	..	..	..	272	11·5
8	Rs. 2/- to 2/3/11	128	6·8	..	..	..	..	128	5·4
9	Rs. 2/4 to 2/7/11	102	5·5	..	..	..	..	102	4·3
10	Over Rs. 2/8/-	59	3·2	2	0·6	..	..	61	2·6
	Total ..	1,872	100·0	324	100·0	161	100·0	2,357	100·0

(a) The mode for men in respect of *average daily wages* lies in the group of 12 annas to less than 14 annas ; for women in the group of 6 As. to less than 8 As. ; and for children in the "less than 4 As." group. The wages of women and children are admittedly too low.

(b) In the matter of *average daily earnings*, the model groups are Rs. 1-4-0 to less than Rs. 1-8-0 for men ; 8 annas to less than 12 annas for women and less than 8 annas for children. This shows that the difference between the average daily wages and the average daily earnings is much greater (ranging from 8 annas to 10 annas) for men than for women, and greater also for women than for children. This is due, of course, to the payment of a uniform rate of dearness allowance at 75 per cent. of the basic wages : the higher wage-groups have, of course, proportionately larger earnings than the lower wage-groups. There is a strong case for payment of higher rates of dearness allowances to the lower wage-groups as is done in certain industries.

(c) Taking the industry as a whole, it is seen that the basic wages of 25.8 per cent. of the workers (comprising the entire group of children, 7.1 per cent. of men and all but 2.7 per cent. of women) are less than 8 annas per day. The basic wages of 24.3 per cent. of the men workers are also 8 annas to less than 12 annas per day. Though the existing circumstances of the industry would not permit an overall increase of wage-rates, as the George Committee concluded*, there is a strong case for the raising of wages in the lower income groups in order to ensure a reasonable living wage. This could be done, of course, only by statutory wage boards as recommended by the George Committee.

(d) The data in respect of earnings show, however, that only 6.5 per cent. of the workers (comprising 72.7 per cent. of the children, 9 per cent. of women and 0.4 per cent. of men) are in the lowest income group of less than 8 annas per day ; that 27.4 per cent. (comprising 16.7 per cent. of men, 88.3 per cent. of women and 27.3 per cent. of children) earn from as. 8 to less than a rupee per day, while 66.1 per cent. or about two thirds of the workers earn from Re. 1 to Rs. 2-8-0 and above.

*Report, para. 27, page 168.

At the time of the George Committee Enquiry, the earnings of workers were estimated as follows :—

" Even at the present rates, it is possible in the *bigger factories*, for an *average worker*, if he has full time work for 26 days in the month to make a minimum of Rs. 12 and a maximum of Rs. 40 per mensem "*.

The position in 1944 according to our analysis, was as follows :—

Leaving out the workers in the lowest income group, the majority of whom are ' children ' employed in the smaller or unregulated factories, it is seen that the minimum earnings of 15.8 per cent. of the workers range from 8 annas to less than 12 annas and that all but 3.8 per cent. of the men earn over annas 12 per day, the maximum in the case of 2.6 per cent. of the workers being Rs. 2-8-0 and above per day. Taking 12 annas as the minimum and Rs. 2 as the maximum earnings of an *average* worker per day, we may put down the average minimum and maximum earnings for 26 days at Rs. 19½ (or Rs. 20) and Rs. 52 respectively—or an increase of Rs. 8 and Rs. 12 respectively, as compared with 1938.

This increase is due entirely to the payment of dearness allowances, as there has been no real increase in basic wages since 1938. In other words, the nominal earnings of the average worker have remained unchanged, in spite of the improvement in the volume of work available in the industry† due to the War and the reduction in the supply of male labour as a result of recruitment for war services. Another point worth emphasising in this connection is that the increased earnings are far below the level of the increased cost of living. This shows that the economic situation of the worker has deteriorated from bad to worse, since even at the time of the George Committee's enquiry, the average standard of living of the workers in the industry was not satisfactory and that their conditions called for improvement‡.

Unfortunately, it is said that the industry can hardly bear any additional burden by way of increasing its wage bill. " Permanent improvement in the real wages of the workers ", as the George Committee has said, " will be brought about (only) when measures are adopted implementing their recommendations on such fundamental questions as standardisation of wages, limitation of labour supply,—rationalisation of the industry, etc."§.

Working Conditions.

Shifts.—One shift alone is worked at present in all the sampled units. It may be added that there is not enough employment even for the existing labour force. Only in one factory two shifts were worked in one section—Matting Stretching—from the 15th May to the 13th September 1944.

Working Hours.—In the case of the regulated factories, notices of working hours, as approved by the Chief Inspector of Factories, are displayed on the notice boards. In the bigger unregulated factories, working hours have been regulated by custom under the strong influence of the local trade union. Even so, children were found to be working beyond the scheduled hours in all factories. In the smaller factories in the countryside, working

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*Report, para 23, page 167.

†One of the important causes for low earnings in 1938 to which the George Committee drew pointed attention was the excessive supply of labour in 1938—*vide*, Report, para. 23, page 167.

‡Report, para 21, page 166.

§Para 27, page 166.

hours are unregulated. The following statement gives details of working hours for men, women and children in a few representative factories :—

TABLE XX.

Serial No. of the factory.	Classes of workers.	Hours of work.	Remarks.
(1)	(2)	(3)	(4)
		Regulated.	
I	Men	.. 9 8 A.M.—6 P.M. (with one hour interval)	On Saturday the factory works only upto 5 p.m.
	Women	.. 8 8 A.M.—5 P.M. (with 1 hour interval)	Do.
	Children	.. 5 9-30 A.M. —4 P.M. (with an interval of 1½ hours) ..	Upto 4 p.m. only.
III	Men	.. 9 8-30 A.M. to 6-45 P.M. (with an interval of 1½ hours)	
	Women	.. 8 8-30 A.M. to 6 P.M. (with 1½ hours interval).	
	Children	.. 5 9-30 A.M. to 4-30 P.M. (with 2 hours interval).	
X	Men	.. 9 8 A.M. to 12-15 P.M. and from 1 P.M. to 6-15 P.M; (with 15 minutes interval at 10-30 and 4-30 P.M.).	
	Women	.. 8 8 A.M. to 12 Noon and 2-0 P.M. to 6-0 P.M.	
	Children	.. 5 9 A.M. to 12 and 2 P.M. to 4 P.M.	
		Unregulated.	
XII	Men	.. 9 From 9 A.M. to 2 P.M. (with an interval of ½ hour). and from 2 P.M. to 7 P.M. (with an interval of ½ hour).	
XI	Men	.. 9-8 A.M. to 12-30 P.M. and 1-45 P.M. to 6-30 P.M. (with an interval of ½ hour).	

The general working conditions are far from satisfactory even in most of the regulated factories. They are worse in the case of the unregulated factories. The important defects common to all are given below :—

Cleanliness.—The most common defect is lack of cleanliness. Except the office room and one or two sections, the premises of the factories, as a whole, are dirty. Dust, rubbish and waste materials are found heaped up in several parts of the factory and, apparently, not cleaned for weeks, if not months. Whitewashing of walls and painting of woodwork, as per rules of the Factories Act, have seldom been attended to in almost all cases in spite of repeated inspection orders. Ceilings are seldom cleaned, and they are full of cobwebs. In two factories, we noticed a thick overgrowth of weeds and grass in the open spaces within the factory premises.

Ventilation.—The second serious defect is lack of sufficient ventilation particularly in the weaving and spooling sheds. It may be noted here that these sheds are constructed out of bamboo poles and cocoanut thatch.

Lighting.—The weaving and the spooling sheds lack not only in ventilation but also in lighting. They are dark and congested. The suburban, or village factories comprise sheds open on all sides and are therefore well-lighted, but they suffer from the defect of rain water beating in and adding to the physical discomfort of workers.

Congestion.—Congestion of a serious character is to be seen in the weaving and spooling sections of almost all factories. The beaming and rehanking sections in one or two factories are also congested.

Flooring.—Except in two factories, the flooring in all others is unsatisfactory, particularly in the weaving section. Flooring is usually *katcha,* uneven, sandy and is littered with dust and waste yarn. In the case of two regulated factories, we found deep ditches and pits in the weaving sheds. The same was the case in some of the unregulated factories.

Protection Against Heat.—In several cases, especially in unregulated factories, roofs are low. In some places, corrugated iron sheets are used with the consequence that working rooms become a veritable hell in summer.

Protection Against Fire.—Only in one factory, we could notice a sufficient number of hydrants and fire extinguishers. In others fire buckets alone are provided. There is no arrangement for even fire buckets in all the unregulated factories.

Guards for Dangerous Machinery.—Sufficient guards have not been provided for dangerous machinery in several factories. There was no fencing either for the fly wheel or the crank shaft in the engine room of one factory. In another factory workers on the hydraulic press were not provided with gloves. Guards have not been fixed for shearing and trimming machines in a large number of factories. No exhaust arrangements exist for dust and smoke in several places.

Rest Shelters.—There are no rest shelters either for men or for women workers in any of the sampled units except one.

Sanitary Arrangements.—Sanitary arrangements are woefully deficient. There are no separate urinals even in the case of the majority of regulated factories. Latrine accommodation is insufficient in one regulated factory. Latrine walls are seldom regularly tarred. In many of the factories, latrines emit a stinking smell.

Washing Facilities.—Washing facilities are inadequate in several places. Even though tubs and taps are provided in all the regulated factories, workers in the stencilling department are not given soap and soda in sufficient quantity for washing off the dyes.

Drinking Water.—Drinking water is not supplied properly in any of the factories except one. Water is kept in small pots at considerable distances, and no vessel is provided excepting the shell of a cocoanut. Pots are not kept clean and are even left exposed to the sun.

Welfare Activities.

Medical Aid.—The only medical aid provided in the regulated factories is a first aid box. In an industry, where there are injurious processes such as stencilling, shearing, dyeing and smoking, there is need for a regular and periodical medical examination of workers ; but no arrangements have been made so far in any of the factories for this purpose. The manager of one company admitted that there were, in his factory, about 30 persons infected with philariasis. As philariasis is a wide-spread disease in Alleppey, the factories should provide the necessary medical aid in this direction. There is only one factory where a women's welfare centre has been opened under the charge of a trained nurse.

Canteens.—Canteens have been set up in 3 factories. The initiative in this direction was actually taken by the Indian Tea Market Expansion Board, though the managements concerned liberally provided the necessary building, furniture and the initial capital outlay. In these canteens, tiffin and

tea are supplied at a price 50 per cent. less than the market rates. The following details concerning these canteens are of interest :—

TABLE XXI.

1	2	3	4
Serial number of the factory.	Date of starting.	Approximate contribution of the management. (Rs.).	Average amount of daily sales. (Rs.).
II	1st February 1944	6,000	90
V	30th October 1944	12,000	45
IX	15th August 1944	4,000	30

Creche.—No *creche* is maintained in any of the sampled units though women form 14.3 per cent. of the total number of workers in them.

Education.—None of the factories has undertaken any scheme of education for adult workers and their children.

Grain Shops.—There are two classes of grain shops in the coir factories of Alleppey town proper—a big common grain shop run by five of the leading firms, each contributing about Rs. 650 per year to meet the establishment charges so that the workers may get their provisions cheaper than in the bazaar. Two full-time paid representatives of the Travancore Coir Factory Workers' Union are also present in the shop to look after the interests of the workers. All rationed articles are available in this shop and are sold to workers at about one pie less than the market price per unit of rationed goods.

The second type of grain shop is what is maintained in 5 regulated and 3 unregulated concerns within their own premises themselves. Here, also, all rationed articles are available and are sold at Government controlled prices. However, these grain shops are not popular among the workers as there is still the old suspicion that it is a new form of the old " truck " system*. The following statement gives details of these small grain shops :—

TABLE XXII.

Serial number of the factory.	Articles supplied.	Number of ration cards registered.	Average weekly sales (Rs.).
(1)	(2)	(3)	(4)
	REGULATED FACTORIES.		
IX	All food grains at Government controlled prices ..	130	400
VI	Do.	148	400
X	Do.	69	250
II	Do.	400	1,000
VII	Do.	50	100
	UNREGULATED FACTORIES.		
XI	All food grains at Government controlled prices ..	95	400
XII	Do.	75	200
XIV	Do.	112	200

*The observations of the George Enquiry Committee were :—

" We have received conclusive evidence to show that the practice of paying the whole or part of the wages of the workers in kind in the form of rice, provisions etc., from shops kept by the factory owners or by their relatives or dependants prevails to an appreciable extent in the industry ". (P. 110).

Housing.—The owners of the coir factories at Alleppey have not provided any housing for their workers either severally or collectively. Hence, workers have been obliged to make their own independent arrangements. They live in two distinct areas—the villages round about Alleppey and the municipal area of Alleppey. It is difficult to give the exact number of workers living in the villages and in the town proper but, according to the estimate of the President of the Travancore Coir Factory Workers' Union, three-fourths of the workers in the coir factories live in the former and only one-fourth in the latter area. With a view to studying the housing problem, I and my staff visited 37 houses in two representative village areas (Poonkavoo and Chettigad, situated at a distance of 4.5 miles north of Alleppey town) and 67 houses in 5 of the important municipal wards in the Alleppey town (Thumboly, Kanchirenjera, Alichery, Marketward and Beach Ward, where the majority of the town workers live).

Strange as it may seem, the general type of the houses of the coir factory workers living in the town area is almost the same as that in the village area. For, the houses, in both the areas, are built of bamboo poles interspaced with cocoanut leaves and thatched roofing. Nevertheless, there are a few important differences with regard to ownership or conditions of tanancy and amenities such as water-supply. It is, therefore, necessary to analyse the housing data separately for each of the two areas.

(i) *Village Area—Ownership.*—The interesting fact about the houses of coir factory workers is that almost all of them live in their *own* houses built out of their own small savings or by borrowing or by both.

Though the houses are owned by the workers, the land on which they have been built is the property of private landlords to whom ground rent is paid. Curiously enough, these landlords do not collect their rent in cash, for it is more advantageous for them to exact it in the shape of two important items of services, namely (a) watering their cocoanut trees for about 3 months in the hot season, and (b) watching their property, particularly the fruits from trees. It is estimated that, in terms of money, these services would amount to Rs. 1-8-0 to Rs. 3 per mensem.

In Chettigad village, a detailed enquiry was made concerning the number of trees each tenant watered and it was found that the minimum and the maximum were 7 and 76 respectively. The following table gives the frequency distribution of number of trees to be watered by the 31 tenants whom we visited at their houses. This shows that the largest number of tenants are those who water 11 to 40 trees.

TABLE XXIII.

No. of trees to be watered	Upto 10	11—20	21—30	31—40	Over 40	Total.
No. of tenants	5	7	7	7	5	31

81. *Description of the House.*—The general type of the house, as noted already, is that of a hut, built entirely of bamboo poles and cocoanut leaves. The houses are walled as well as roofed by these materials.

Plinth.—With the exception of 6 houses, which are built on plinths varying in height from 9" to 2'—4", the rest are plinth less and are therefore liable to be flooded in rains.

Roofing.—In all cases, roofing is of cocoanut thatch which has to be renewed every year.

Walls.—Walls, as noted already, are built of bamboo poles interspaced with cocoanut leaves in all cases except two where wooden planks were used for the purpose.

Flooring.—There was *katcha* flooring in the case of 17 houses, loose sand alone being spread out. In 5 houses, portions only were paved with hard clay and, in 9 cases, the entire flooring was of hard clay smeared with cow-dung. Brick flooring was noticed only in 6 houses.

Rooms.—Of the 37 houses, 14 were one-chambered, 22 were two-chambered and only one was three-chambered.

Kitchens.—There was no separate kitchen in the case of 19 houses. My enquiry showed that cooking was done usually outside the house in the open space except when it rained.

Verandahs.—Two houses alone had verandahs on one or more sides. These had little practical utility, however, as they were very narrow, being about 1 foot 9 inches in width.

From the following table of frequency distribution of the floor area of the houses, it may be seen that only 5 houses had a floor area of over 200 square feet and that 54 per cent. of the houses (20 out of 37) had a floor area of 150 square feet and below. The maximum area noted was 375 square feet and the minimum was only 83 square feet.

TABLE XXIV.

Floor area in square feet.	Upto 90	91—120	121—150	151—200	Over 200	Total
Number of houses under each category.	5	6	9	12	5	37

Since each house is built separate from the other, unlike the *chawls* found in crowded cities, and since plenty of open space is available in the cocoanut groves where these houses are situated, there is no serious problem of insanitation. But these houses, nevertheless, are woefully lacking in some of the elementary amenities of life, such as water. All the huts depend upon surface ponds for their supply of drinking water which, as some people point out, is responsible for philariasis. Water in these surface ponds is more often than not hopelessly stagnant and, in many cases, is actually polluted by decomposed weeds and rubbish.

The ponds used for taking drinking water are different from those where people bathe and wash their clothes. Hence, in many cases, people have to walk a fair distance for fetching their drinking water. The following table shows the frequency distribution of the distances of these ponds from the houses :—

TABLE XXV.

Distance of the pond from the house (in yards).	Upto 10	11—20	21—50	51—100	Over 100	Total
Number of houses under each category.	18	6	7	4	2	37

Latrines.—Only two, out of the 37 houses, had latrines built, of course, of palm leaves.

Furniture.—The general poverty of the worker is forcibly brought to one's notice by the absence of any important item of furniture. 9, out of the 37

houses, had no furniture, not even a mat, a pillow, or a bedsheet. I noticed sleeping cots in 6 houses only. 16 houses in all (including the 6 which had cots) had some furniture such as benches, chairs, stools, and pictures. In 2 cases, milch cows were maintained and it was only in these houses that there were two earners each, whereas in all other cases, there was only one earner each.

No. of occupants.—The average number of occupants is 5.49 persons, which includes children below 9, the total number of adults and children below 9 in the 37 families being 155 and 48 respectively. The following table shows the frequency distribution of the number of occupants in the 37 houses under reference :—

TABLE XXVI.

Number of occupants.	1	2	3	4	5	6	7	8	9	10 and above.	Total.
Number of houses under each category.	..	2	3	2	15	9	1	2	1	2	37

Distance from the Factory.—Although the inhabitants of these houses live in the open, enjoying the free and pure air of the countryside, they have to walk some miles, carrying with them their midday meal to their places of work in and around Alleppey. The following data show the frequency distribution of the distance of factories from these houses :—

TABLE XXVII.

Distance of the factory in miles.	Upto 1.	Between 1 & 2	Between 2 & 3	Between 3 & 4	Between 4 & 5	Over 5	Total
No. of houses under each category.	6	..	7	10	7	7	37

(ii) *The Town Area.*—Workers' houses in the town differ from the foregoing village houses in the following respects :—

(a) terms of tenancy,
(b) comforts and conveniences provided,
(c) amenities available, and
(d) the distance from the factory.

The data collected by us with regard to the 67 houses in the five municipal wards of Alleppey town throw much light on these points.

Terms of Tenancy.—The town houses of the workers in coir factories are owned by the workers themselves, like those of their fellow-workers in villages. But, unlike the village houses, ground rents here are paid mainly in cash. The following data concerning the 67 houses studied by us show that nearly 50 per cent. of the houses had to pay cash to their landlords whereas in the case of the village houses, ground rent was paid in the shape of services only :—

Details of Tenancy, Etc.	*No. of Houses.*
(1) Watering the cocoanut trees	20
(2) Watering the cocoanut trees plus paying the municipal tax for the house	4
(3) Paying municipal tax alone	9
(4) Cash payment of ground rent	19
(5) Ground rent plus house rent	2
(6) Leasing the cocoanut trees on the site of the landlord ..	1
(7) No rent of any kind as the site belonged to the owners ..	12

Comforts and Conveniences.—From the details given in the Table below, it can be seen that the town houses of the coir factory workers have been built with an appreciation of comforts and conveniences for living. For example, 36 out of the 67 houses (53.7 per cent.) are built on plinths as against only 16 per cent. (6 out of 37) in the village area. Moreover, a larger number of houses in the town have better flooring as compared with the village houses. Again, 7.5 per cent. of the houses (5 out of 67) have 3 chambers as against only 2.7 per cent. of such houses in the village area. Lastly, 29 out of 67 (43.3 per cent.) houses have a floor area of over 200 square feet as against only 13.5 per cent. of such houses in the villages—though the average number of persons per house in both cases does not record any great difference. In the case of verandahs, too, it is found that 27 out of 67 houses in the town have verandahs, as against 2 out of the 37 houses in the villages :—

TABLE XXVIII.

Showing important details of the description of 67 houses in the town area.

Plinth Height—

	houses.
Number of houses with plinths	36
Number of houses without plinths	31

Note :—Plinth height varies from a minimum of 3″ to a maximum of 3 feet.

Flooring—

	houses.
Hard clay	35
Loose sand and clay	18
Sand only	7
Brick	7

Walls—

	houses
(a) Palm leaves in	43
(b) Bamboo mats in..	11
(c) Bamboo mats and palm leaves in	2
(d) Planks and palm leaves in	3
(e) Planks only in	7
(f) Brick walls in	1

Chambers—

	houses
(a) One chamber	19
(b) Two chambers	43
(c) Three chambers	5

Windows—

	houses
(a) No windows	51
(b) One window each	8
(c) Two windows each	4
(d) Three windows each	2
(e) Four windows each..	2

Floor Area.

Floor Area in Square feet.	Upto 90	91—120	121—150	151—200	Over 200
Number of houses under each category ..	2	5	9	22	29

Verandahs.

27 houses have verandahs.
Maximum width—5′ (in 4 cases).
Minimum width—1′ 9″ (only in one house).

Kitchen.

No separate kitchen in 53 houses.
Separate kitchen in 14 houses.

Amenities Available.

Water.—The town houses enjoy better facilities than the village houses with regard to drinking water. For it is found that out of the 67 houses studied 38 have access to protected water supply from the municipal water taps ; 6 houses use water taken from pucca masonry wells, and only 23 have to depend upon surface ponds like the village houses. The following table shows the frequency distribution of the distance between the houses concerned and their respective sources of water supply :—

TABLE XXIX.

Source of water supply.	No. of houses in each category.	Frequency distribution of distance.				
		Upto 10 yards.	11—20 yards.	21—50 yards.	51—100 yards.	Over 100 yards.
Tap	38	7	8	3	10	10
Well	6	1	1	1	2	1
Surface pond	23	1	4	14	1	3

Latrines.—But unfortunately, with regard to latrines, the town houses are in the same sad plight as the village houses are. Out of the 67 houses studied, the occupants of only 15 houses had access to the municipal public latrines though, even here, the latrines were located at a distance of about 2 to 3 furlongs—whereas in all other cases, the occupants had to use the open space or the sides of the canal in the town to ease themselves. The town of Alleppey, as a whole, lacks woefully in conservancy arrangements.

Distance from the Factory.—The following table shows the frequency distribution of the distance from the factory in the case of the 67 houses studied :—

TABLE XXX.

Distance from the factory in furlongs or miles ..	0—2 furlongs.	2—4 furlongs.	4—6 furlongs.	6—8 furlongs.	1—1½ miles.	Over 1 miles.
Number of houses under each category ..	8	25	9	15	10	Nil.

No. of occupants.—The average number of occupants of the coir factory workers living in the town is 5.56, almost the same as that of those who live in the villages—(i.e., 5.49). The following table shows the frequency distribution of the number of occupants in the 67 houses under reference :—

TABLE XXXI.

Number of occupants ..	1	2	3	4	5	6	7	8	9	10 & above.
Number of houses under each category.	2	7	5	10	13	11	6	7	2	4

General.—In conclusion, it should be pointed out that though the town houses command a few elementary comforts and better water supply, the surroundings in the midst of which they are located are far from sanitary. We noticed that the health of the town dweller was considerably inferior to that of the village-dweller.

Civil Condition and Indebtedness.—A random sample of 508 male workers were directly questioned as regards their civil condition and the data obtained are analysed below. They show that 89 per cent. of them are literate and that the average size of the family is 3.98 persons.

TABLE XXXII.

Marital Condition, Literacy and Religion.

	Married.	Unmarried.	Literate.	Illiterate.	Hindu.	Muslim.	Christian.
Number	337	171	452	56	335	25	148
Percentage ..	66·3	33·7	89·0	11·0	66·0	4·9	29·1

TABLE XXXIII.

Age Distribution.

Age-group.	15—20	21—25	26—30	31—35	36—40	41—45	46—50	51 and above.
Number	33	99	92	80	93	53	33	25
Percentage	6·5	19·5	18·1	15·8	18·4	10·3	6·5	4·9

TABLE XXXIV.

Size of Family.

Number of dependants ..	Nil	1	2	3	4	5	6	7	8	9	10 and over.	Total.
Nuumber of workers ..	30	41	83	84	93	81	42	29	15	8	2	508

Indebtedness.—Though 65.2 per cent. of the workers were indebted, it can be seen from the following data that 64.9 per cent. of those who were indebted had a debt only upto Rs. 50 and that 4.5 per cent. alone had a debt of over Rs. 200 :—

TABLE XXXV—A.

Amount Rs.	1—50	51—100	101—200	Over 200	Total.
Number of workers	215	72	29	15	331
Percentage of each group of workers to the total number indebted.	64·9	21·8	8·8	4·5	100

TABLE XXXV—B.

Causes.	Number of cases.	Amount (Rs.)
Marriage	18	1,576
Sickness	59	3,851
Death	13	1,060
Litigation	*Nil*	*Nil*
Purchase of Land	1	200
Domestic needs	256	14,618
Miscellaneous	..	..
Ancestral	4	1,675
All causes	351	22,980

An analysis of the causes of indebtedness shows that,

(1) there is not a single case of borrowing for litigation,

(2) purchase of land and cattle accounts for only one loan to the extent of Rs. 200.

(3) ancestral debt involving 4 cases is also small (only to the extent of Rs. 1,675),

(4) ceremonies connected with marriages and deaths are responsible for Rs. 1,576 and 1,060 respectively, and that

(5) the largest number of cases of borrowings and the largest amounts borrowed are for domestic needs.

The evidence from this enquiry into indebtedness corroborates the conclusion based on the wage data that the earnings of workers are insufficient to maintain their families above want. The data of medical examination of workers in Cochin engaged in the same type of work also show that ill-nourishment is the main cause of the poor health of the workers. The case for a guaranteed minimum earning for workers, is undoubtedly irrefutable.

Rate of Interest.—A peculiarity of indebtedness among these workers is that the majority of loans are interest-free, owing to generous accommodation given by sympathetic friends and relatives. The following table shows the rate of interest paid in the case of 124 loans out of a total of 331 loans borrowed :—

TABLE XXXVI.

Rate of interest.	Nil	6%	12%	37½%	75%	150%	Usufructuary Mortgage.	Total.
Number of Loans ..	207	33	48	4	12	7	20	331
Amount in Rupees under each category.	9,651	2,720	4,676	270	373	250	5,040	22,980

Trade Unions and Strikes.—(i) *The Travancore Coir Factory Workers' Union.—Membership.*—The Travancore Coir Factory Workers' Union, registered under the Trade Union Act of the Government of Travancore, is the largest and the most powerful trade union in the coir industry of Travancore. The membership of the Union in December 1944 was 17,010 and it included about 90 per cent. of the workers in all the coir factories in and around Alleppey town. There are three other coir factory workers' unions in three other centres of this industry—namely, Muhama, Shertalai and Aroor.

Monthly Subscriptions.—Every member of the union pays an entrance fee of 2 annas and 3 pies and a monthly subscription of 1 anna 2 pies in addition to any special donations that may be called from time to time.

Constitution and Management.—The affairs of the Union are conducted by an Executive Committee, composed of a President, 2 Secretaries and 42 elected members, representing each of the 42 'wards' or territorial divisions in and around Alleppey, where workers live. The Union maintains a paid staff of workers to carry on its routine administration and the monthly expenditure amounts to about Rs. 450 which is covered by subscriptions from members and donations from well-wishers.

Activities of the Union.—The Union maintains a central reading room at its head office and 5 smaller reading rooms in each of the 5 *sub-offices* located in 5 different parts of its area of operations. Each sub-office has its own

executive committee and acts as a liaison between the central office and the rank and file of members, besides being responsible for routine administration such as the collection of subscriptions.

The Central Office runs a night school and a co-operative society, besides conducting a Cultural Club where workers and their children are taught music, dancing, speech-making, painting and handicrafts.

The Union and the Factories.—By far the most important aspect of the activities of the union is its constitution of a Factory Committee in each individual coir factory in and around Alleppey, so that, as explained already, the day-to-day problems and difficulties of the workers with the managements concerned may be promptly and effectively dealt with on the spot. The following extract from the memorandum submitted by the President of the Union will be of interest :—

> " In each factory, there is a factory committee consisting of representatives of workers of each department. The Factory Committee convener would ordinarily consult the member who represents the factory at the Executive Committee when he has to deal with matters affecting general policy. These factory committees are recognised by the management, and the members, on behalf of the workers of the respective departments, would intervene with the management in matters relating to that department, failing which the general convener, and then, if necessary, the Conciliation Officer of the Union would contact the management ".

The Union and the Employees.—Another aspect of the work of the Union is the constitution of the Industrial Relations Committee, to which references have already been made. This Committee is a purely voluntary organisation and may be regarded as the fruition of the happy relations between the employers and the employees which have come to prevail in the coir industry ever since the general strike of 1938.

The Committee was inaugurated by the Dewan of Travancore at a conference held in Alleppey in April 1943 and the following resolution moved at this conference by the President of the Travancore Coir Factory Workers' Union sets forth the objects with which the new organisation was brought into existence :—

> " Resolved that this meeting approves of the principle of settlement of differences between employers and employees by discussion and negotiation and also of the proposed scheme, whereby machinery for conciliation of industrial disputes and consideration and adjustment of wider issues of industrial relations generally, may be set up on a voluntary basis throughout Travancore and agrees to the appointment of the following *ad hoc* committee, with power to co-opt, to draft detailed proposals for Local Industrial Relations Committees and an All-Travancore Industrial Relations Board ".

Ever since the inauguration of this Committee, the relations between the Union and the employers have improved as there are opportunities for closer and more direct contact. As has been noted already, it is now in charge of determining wage rates for all *new* types of work, the grant of dearness allowances to workers and the settlement of all problems which bear on the general policy of the industry.

(ii) *Strikes.*—The general strike of 1938, organised by the Travancore Coir Factory Workers, Union of Alleppey and taken up by the three other coir factory workers' unions at Muhamma, Shertalai and Aroor was very far-reaching in its consequences. It involved 30,000 workers and lasted for 26

days (16th August 1938 to 11th September 1938). The demands of the Union were :—

(a) an increment of basic rates of wages by 25 per cent.,
(b) the standardisation of wage rates for different types of work,
(c) improvements in the working conditions of factories,
(d) a guaranteed minimum earning for workers,
(e) the abolition of contract labour, and
(f) the prohibition of deduction by *moopans*, contractors, etc.

The immediate outcome of the strike was the grant by the employers of a compassionate allowance of 6¼ per cent. on the basic wages. Sometime later, the Government of Travancore appointed also a Board of Conciliation (the George Committee) to enquire into the trade disputes in the industry. The publication of the report of this Committee marks a new epoch in the history of the coir industry of Travancore. For, it has given a penetrating analysis of all the problems and difficulties of the industry as well as those of labour which has gone a long way to bring about a mutual understanding between the employers and the employees. Moreover, the emphasis laid in the report on the need for a Payment of Wages Act and a Maternity Benefit Act was indeed responsible for accelerating the progress of enacting these measures in Travancore. The Trade Boards Bill, now on the anvil of legislation, is also another measure whose advocacy was the result of the labours of the George Committee.

Legislative Enactments.

(1) *The Travancore Factories Act.*—Of all the legislative enactments for labour welfare, the Factory Acts have contributed most for the improvement in the working conditions of labour, and it is therefore necessary to refer briefly to the working of the Travancore Factories Act of 1936 with reference to the coir mats and matting factories of Alleppey.

The total number of coir factories in Travancore at the time of the George Committee Enquiry was 290*. No statistics are available from the Director of Industries with regard to the number of factories that exist at present, but the President of the Travancore Coir Factory Workers' Union estimates them to be about 360 in all**.

Of the 46 coir factories in Alleppey and its suburbs, only 10 have been brought so far under the purview of the Travancore Factories Act. The George Committee stressed the need for bringing in all the coir factories, big or small, whether using mechanical power or not, under the scope of this Act@. The Committee recommended further that there should be an adequate staff of factory inspectors in order to enforce the provisions of the Act and the Rules made thereunder, since, without it, there could not be any effective protection to the different sets of workers†.

The inspecting staff at present is inadequate and comprises ill-paid officers who can hardly show any courage in the prosecution of their duties. One of the responsible officers of the Travancore State confessed that factory-owners look down upon these inspectors and treat them with contempt, merely because they know how miserably paid they are. It must be admitted that, however well-intentioned the different provisions of the Factories Act may be, they can serve no useful purpose unless they are meant to be enforced with a stern determination and courage. The enforcement of the provisions of the Factories Act can never be satisfactory, if it is left in the hands of low-paid officers. For this purpose, several contiguous states could join together and

* Report, p. 83.
** As given in his Memorandum submitted to me.
@ Report, p. 137.
† Report, pp. 138, 139.

appoint inspecting officers who may go about their work with single-mindedness and devotion their offices demand.

With regard to the administration of the Factories Act in respect of the 10 sampled and regulated units at Alleppey, it may be confessed that there is great room for improvement, as the following instances will show :—

(a) In the case of the majority of these sampled units, owners or managers have not carried out several of the orders of the Factory Inspector with reference to the cleanliness of premises, the provision of an adequate number of latrines, etc.

(b) There are flagrant violations of the Factories Act in respect of the employment of children. Most of the children employed in these factories were below the age-limit prescribed by the Act and very few of those, who were duly certified, carried any tokens with them. Moreover, children were invariably found to be working beyond the scheduled hours of work.

(c) The registers required under the Factories Act are not maintained properly in some of the factories. In one factory, in spite of repeated orders, no separate factory inspection book is being maintained. In another factory, certain registers, at the time of our visit, were kept not in the factory, but in the ' head office ' which is about 4 furlongs away.

(d) The required notices have not been displayed in some of the factories. In one factory, the notices relating to hours of work had reference to a period when double shifts were in operation but had no reference whatsoever to the present conditions. Abstracts of the Payment of Wages Act and the Maternity Benefit Act have not been displayed in some of the factories. Machinery is not properly fenced in several places. I may add that all these defects may not have come to my notice unless surprise visits had been paid by me. The Travancore Government were kind enough to place at my disposal, during my stay at Alleppey, the services of Mr. Pillai, Inspector of Factories. With his valuable help and co-operation, I went round to different factories and collected material which is set forth in these pages.

(iii) *The Travancore Payment of Wages Act,* 1944.—The Payment of Wages Act, though enacted recently, had a wholesome effect upon the managements of the coir factories. Deductions and fines, which were levied with impunity, have either disappeared or have been greatly checked. We have already referred to the outstanding amounts of permissible fines and deductions imposed by three sampled units. In all other cases, no fines are imposed and no deductions are made, as the Act requires the maintenance of proper registers for these purposes.

(iv) *The Travancore Workmen's Compensation Act,* 1939.—Since the coir mats and matting industry uses machinery only to a limited extent, no major accidents have been reported in any of the units under study. In the case of minor accidents, the practice adopted by the majority of employers is to give free medical treatment to the injured persons along with the payment of full wages during the period of his treatment. In one factory, 48 minor accidents occurred. In another, 4 minor accidents took place in 1944 and the total amount of claims paid was only Rs. 52|6|1. In a third factory, 19 minor accidents occurred in 1943 for which compensation was paid in 5 cases amounting to Rs. 25|10|2.

Certain points brought out in the memorandum of the Travancore Coir Factory Workers' Union concerning the Workmen's Compensation Act are of special interest and are therefore reproduced below :—

(1) " No provision for free medical aid or legal advice is made in the Act.

(2) " A worker under the contractor can claim compensation under the principal employer only in case the accident happened in or about the premises

in which the principal has undertaken or usually undertakes to execute the work or which are otherwise under his control or management. This means that, if the accident occurs elsewhere than on the employers' premises, no compensation is payable although the worker may have been working under the explicit orders of a contractor. Contract labour should naturally be duly covered by the Act."

(v) *The Travancore Maternity Benefit Act*, 1944.—The following payments under the Act have been made by the factories noted below :—

	Number of cases.	Amount paid Rs. AS. PS.
(1) Factory No. 3	38	802 3 9
(2) Factory No. 8	3	49 0 0

In no other factory, has any maternity benefit been paid, not because no case has arisen but because the women workers were, till recently, unconscious of their rights and privileges. One more point in connection with the administration of the Act has been pointedly brought to my notice and I confidently assert that there is a great element of truth in it. With a view to evading the liability of paying maternity benefits, some employers do not employ young married women. They pick and choose and show a distinct preference for unmarried or widowed women, or married women who are past the child-bearing age.

(vi) *Occupational diseases.*—Four processes—dyeing, stencilling, shearing and smoking are alleged to cause *permanent* injury to the health of the worker. With regard to the first, the George Committee has stated that they "have not received sufficient reliable evidence to prove that the handling of dyes constantly causes permanent injury to the health of the workers* but recommended at the same time an expert investigation into the question by the Medical Officers of Alleppey town and the Research Department of the Tranvancore University. Neither of these two agencies has so far undertaken this task, but it may be noted that workers in the stencilling Department are not being provided with sufficient facilities for washing off the dyes.

With regard to shearing, it is obvious that flying particles of coir dust are likely to affect the lungs of operatives. The George Committee recommended that every shearing machine should be compulsorily equipped with a dust extraction plant. So far, no such plant has been erected in any of the sampled units. Nor has any attempt been made to provide respirators to workers engaged in shearing.

Smoking (a process intended to improve the colour of the mats) is considered to be injurious since a worker inhales the air of the smoking shed which is saturated with sulphur. A very responsible person told my staff that if he goes anywhere near the smoking shed, his face gets swollen and his lips get blistered. He added further that he had noticed some of his workmen also being affected by this process. Here is a statement which cannot be easily brushed aside, especially when it is realised that the person referred to herein is a respectable employer.

Dyeing is also said to affect the health of the worker, as he constantly inhales the air when dye is prepared in the dyeing vats coming out of the ovens.

General.—There are no provident fund schemes for the workers in the coir mats and matting industry though, in two of the sampled units, the clerical staff are being provided with these benefits. Nor are there any schemes of gratuity or pensions.

* Report, p. 127.

PART II.

COCHIN.

Introduction.—The coir industry occupies a unique position no less important in Cochin than in Travancore for it gives employment to as many as 40,000 people as shown in the following statement furnished to us by the Director of Industries, Cochin :—

Total employment.

(1) Preparation of fibre (retting, beating, cleaning, etc.) ..	6,500
(2) Preparation of yarn	25,000
(3) Rope making	1,500
(4) Manufacture of mats and mattings	1,500
(5) Labour employed in the European export houses in Cochin for drying, sorting, rehanking, baling, etc.	4,000
(6) Miscellaneous (labour employed in the bazaar trade for transport and banking, middlemen, etc.)	1,500
Total ..	40,000

Cochin specialises in the manufacture and export of coir yarn and ropes, as the available fibre here is not of such superior quality as is produced in Travancore and is therefore unsuitable for large-scale manufacture of mats and matting. Almost the entire quantity of the fibre produced in the State (12,000 tons) per year is converted into yarn and ropes and only a small quantity of about 500 tons is exported as raw product.

Production of yarn.—The production of yarn is essentially a cottage industry, giving employment mainly to women. Yarn is spun either by hand or by machine (spinning wheel) and the following statement gives details of the production of yarn according to the method employed, the trade names of the yarns spun as well as their different uses.

TABLE XXXVII.

Serial No.	Process.	% to total production.	Trade names of the yarn spun.	How utilised.
1.	Handspun	40—50	Rope yarn	Ordinary ropes.
2.	Wheel spun	20	Parur yarn	Medium quality ropes.
3.	Handspun	20—30	Vykum yarn	Superior quality ropes as well as mats and mattings.
4.	Wheel spun	10	M. K. yarn	Superior quality ropes.

Production of ropes.—Rope-making is done by a simple machine called *Junk*, each employing about 30 people. There are at present 15 rope-making establishments in Cochin possessing between them about 50 *junks*, with an estimated total production of 10,000 tons of ropes per year. Most of the ropes produced in Cochin are exported to Bombay, Kathiawar and Karachi, where they are used for lifting of weights and for lifting water from wells. Calcutta and Rangoon import yarn from Cochin and Malabar and manufacture their

own ropes and in particular, oil ropes. So far as the production and export of coir yarn and ropes are concerned, British Malabar is the only competitor to Cochin, as Travancore, with her superior qualities of yarn, specialises in the manufacture of mats and mattings.

Mats and matting.—With regard to the mats and matting industry of Cochin, the Director of Industries, Cochin, writes as follows :—

> " About thirty years ago, there was a flourishing industry in the manufacture of mats and matting in the Cochin State ; but this industry, depended upon the superior types of *Anjengo* yarn produced in Travancore. Travancore, in order to encourage her own matting industry, imposed a duty on the exports of yarn from Travancore, and this naturally spelt the doom of the matting industry in Cochin. Unable to withstand the competition of Travancore the factories in Cochin migrated to Travancore one by one ".

At present, there are only 3 small coir matting factories working in the Cochin State. Even these three units are not working to full capacity, partly because of competition from Travancore and partly because of the drop in exports.

The war and the coir industry.—The immediate effect of the war was a sudden rise in the export of coir products to Europe. The exports from Cochin Port in 1939-40 were 45,418 tons as compared with 37,204 tons, the average of the three pre-war years. But, with the overrunning of the European countries by Germany and the scarcity of shipping, exports to the continent and America fell. Bombay, Karachi, Calcutta and Rangoon, however, absorbed a good deal of the coir products ; exports from the Cochin port in 1940-41 being 31,735 tons. With the entry of Japan into the war in 1941, exports to Burma stopped and the coir industry came almost to a standstill. Meanwhile, the governments of Cochin and Travancore took up the question with the Government of India and succeeded in securing orders for several new coir products such as cordage for tents, salitahs, wall and pin bags, etc. Very soon, other fibres became scarce and demand for coir rose to such an extent that, since the beginning of 1945, the Government has been compelled to intervene and control prices. The present position of the coir industry of Cochin is therefore satisfactory both for the producer and the exporter of coir yarn but not for the coir mats and matting industry which has still to import the superior qualities of *Anjengo* yarn from Travancore.

Employment.—For a survey of labour conditions in the coir industry of cochin, two coir matting factories (one regulated and the other unregulated) and one coir yarn factory were selected by us. The following tables give details of employment in these three sampled units :—

TABLE XXXVIII A.

Serial No. of factory.	Number of workers employed in		
	August 1939.	January 1944.	November 1944.
	REGULATED.		
1.	414	222	100
2.	129	41	15
	UNREGULATED.		
3.	90	50	38
Total	633	313	153

TABLE XXXVIII B.

Serial number of the factory.	Fall in the number of persons employed in ——— as compared with August 1939.		% fall in the number of persons employed in ——— as compared with August 1939.	
	January 1944.	November 1944.	January 1944.	Novemver 1944.
1.	192	314	46·4	75·8
2.	88	114	68·2	88·4
3.	40	52	44·4	57·7
Total	320	480	50·6	75·8

It is seen from the above data that in all the three units put together there was a fall in November 1944 of about 75 per cent. in the number of persons employed as compared with August 1939. The reasons are :—

(a) the fall in exports on account of loss of foreign markets,

(b) the duty on yarns imported from Travancore, and

(c) the sharp rise in wages for local labour partly as a result of recruitment for war services and partly as a result of heavy demand for both male and female labour in the Cochin harbour and aerodrome works.

Piece-rate and time-rate workers.—The coir factories of Cochin present a few peculiarities with regard to piece-rate and time-rate workers. For, it can be seen from the data in Table XXXIX,

(1) that there has not been any appreciable change in the proportion of piece-rate workers to time-rate workers in one factory during the whole period from August 1939 to November 1944 (the percentage of piece-rate workers to total workers has declined only from 98.4 in August, 1939 to 93 in November 1944).

(2) that, during the same period, there has been a striking change in the proportion of piece-rate workers to time-rate workers in the other two factories (the percentage of time-rate workers to total workers in November 1944 having risen from 25.6 to 60 and from 5.6 to 36.8 respectively.

TABLE XXXIX.

NOTE.—Figures within brackets indicate percentages of piece-rate workers and time-rate workers to total workers.

Serial No. of factory	August 1939.			January 1944.			November 1944.		
	Piece.	Time.	Total number of workers.	Piece.	Time.	Total number of workers.	Piece	Time	Total number of workers.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	407 (98·4)	7 (1·6)	414 (100)	215 (96·8)	7 (3·2)	222 (100)	93 (93·0)	7 (7·0)	100 (100)
2.	96 (74·4)	33 (25·6)	129 (100)	27 (66)	14 (34)	41 (100)	6 (40)	9 (60)	15 (100)
3.	85 94·4)	5 (5·6)	90 (100)	40 (80)	10 (20)	50 (100)	24 (63·2)	14 (36·8)	38 (100)
Total	588 (92·9)	45 (7·1)	633 (100)	282 (90·1)	31 (9·9)	313 (100)	123 (80·4)	30 (19·6)	153 (100)

The foregoing data, though relating only to three factories in Cochin, are of

considerable significance from the point of view of labour, for they indicate clearly

(a) that, in a coir yarn factory, where work is of a purely seasonal character, piece-rate system is likely to continue*.

(b) that, on the other hand, in a matting factory, where work can be spread over a whole year, piece rate system *can* be substituted by time-rate system. In fact, such a change has already come about in Cochin, merely because of the opening up of alternative avenues of employment for labour on a large-scale (*e.g.*, the Cochin harbour and aerodrome works) on a time-rate basis. In the light of these developments, the plea of the George Committee that the piece-wage system in the coir industry of Travancore was the result of a slow evolution extending over a period of eight decades and that it should not be " interfered with at the present time "† needs reconsideration.

Workers classified as men, women and children.—From the following Table showing the number of men, women and children employed in the three factories under reference. it can be seen that

(1) a higher percentage of women are employed in one factory as women are found better-suited than men for the type of work to be done there, namely sorting and rehanking,

(2) a larger percentage of men workers are employed in the other two factories, as the main items of work done in them (weaving) involve arduous masculer labour ; women labour being confined only to a few minor items such as splicing and spooling, and that

(3) children are employed only in the unregulated factory.

Another point to note is that in all these three factories there has been a fall in the proportion of men employed and an increase in that of women (an offshoot of recruitment for war services) and, in the case of the unregulated factory, an increase in the proportion of children employed. These trends are similar to those which have also taken place in the factories of Alleppey, particularly in the smaller units.

TABLE XL.

Showing the employment of men, women and children. Figures within brackets indicate percentages of each category of workers to the total number of workers.

Serial Number of factory.	August 1939.				January 1944.			
	Men.	Women.	Children.	Total.	Men.	Women.	Children.	Total.
1.	190 (45·9)	224 (54·1)	.. ..	414 (100)	45 (20·3)	177 (79·7)	.. ..	222 (100)
2.	109 (84·5)	20 (15·5)	.. ..	129 (100)	33 (80·5)	8 (19·5)	.. ..	41 (100)
3.	60 (66·7)	12 (13·3)	18 (20·0)	90 (100)	30 (60)	8 (16)	12 (24)	50 (100)
Total ..	359 (56·7)	256 (40·4)	18 (2·9)	633 (100)	108 (34·5)	193 (61·7)	12 (3·8)	313 (100)

*The following data of piece-rate and time-rate workers refer to a coir yarn factory at Alleppey:—

	August 1939	January 1944.
Piece-rate	380	226
Time-rate	9	9
Total ..	389	235

† Report, p. 103,

Contract labour.—With regard to contract labour, (one of the important features of the employment of labour in the coir industry), it can be seen from the following data in Tables XLI-A and XLI-B that,

(a) though there is no contract labour in one of the factories, and that though only one type of contract labour (*i.e.*, labour employed and paid through contractors) exists in the other two factories, 81 per cent. of the contract labour (176 out of 217 as per January 1944 data) in one sampled unit consists of women,

(b) that the entire contract labour in one unit consists of children. Such a state of affairs can be regarded as hardly satisfactory, and

(c) the proportion of the total number of workers employed directly by factory management shows no appreciable change between 1939 and 1944.

TABLE XLI-A.

(*Figures within brackets show the percentages of each category of labour to the total labour force*).

Category of labour.	Factory No. 1.		Factory No. 2.		Factory No. 3.	
	August 1939	January 1944	August 1939	January 1944	August 1939	January 1944
Employed and paid directly ..	10 (2·4)	5 (2·3)	129 (100)	41 (100)	72 (80)	38 (76)
Employed and paid through contractors	404 (97·6)	217 (97·7)	.. ..	.. ..	18 (20)	12 (24)
Employed through contractors but paid directly	*Nil*	*Nil*	*Nil*	*Nil*	*Nil*	*Nil*
Total ..	414 (100)	222 (100)	129 (100)	41 (100)	90 (100)	50 (100)

TABLE XLI-B.

Composition of labour—Men (M) Women (W) and Children (C).

Category of labour.		Factory No. 1.		Factory No. 2.		Factory No. 3.	
		August 1939	January 1944	August 1939	January 1944	August 1939	January 1944
Employed and paid directly	M	9	4	109	33	60	30
	W	1	1	20	8	12	8
	C	..	..	..	..	..	..
Employed and paid through contractors ..	M	181	41	..	..	..	..
	W	223	176	..	..	..	..
	C	..	..	..	..	18	12
Total		414	222	129	41	90	50

Length of service.—As 97 per cent. of the labour, empolyed in one unit is contract labour, the management does not maintain any service records of the operatives. The supervisory staff of foremen (*moopans*) and the engineering staff of mechanics, according to the statements of the manager-in-charge, have put in over 10 years of service. The managers of the other two factories do not also maintain any records of the length of service of their workmen, though the bulk of the labour employed by them is recruited directly and paid by them.

Apprenticeship, graded promotion and standing orders.—The coir factories of Cochin, like those at Alleppey, do not have any system of apprenticeship or any scheme of graded or time scale promotion. Nor have they laid down any standing orders for governing the relationship between the employers and the employees.

Labour turnover.—No records are available to determine the exact percentage of labour turnover for any given period of time, as no relevant entries are made in the attendance registers.

Absenteeism.—The attendance registers in these coir factories have to be used very cautiously in calculating absenteeism. For, it was found that workers were marked " absent " for weeks, and, in some cases, for months when there was no work in the factory. Hence, absenteeism was calculated only for short periods in two units, one of which was regulated and the other unregulated. The data are given below :—

TABLE XLII.

Serial Number of factory.	Periods.	Total man days worked.	Total man-days lost.	Percentage of absenteeism.
1.	(1) August 1939	10,752	430	3·9
	(2) November 1943	4,720	149	3·2
2.	(1) November 1940	602	216	35·9
	(2) August 1944	578	90	15·6

Recruitment.—There are two methods of labour recruitment, (a) direct recruitment by the management, and (b) recruitment through the *moopan*. Until 1943, when labour was cheap and plentiful, there was hardly any difficulty in recruiting labour ; but, at present, owing to enlistment for war services and a general increase in wage rates (noted below), recruitment is said to be proving an acute problem.

Labour officer.—There are no labour officers in any of the three factories under reference. Nor is there any trade union organisation, as at Alleppey, to bring to the notice of the management the grievances of the workers.

Wages and earnings.—As one sampled unit deals only in coir yarn, we give below the rates of wages offered by it for different types of work done there together with a comparative statement of wages for the same type of work in a similar factory at Alleppey. These data show that rates at Cochin are generally lower than at Alleppey, in spite of the scarcity of labour. This is an evident result of the lack of organisation on the part of Cochin workers.

TABLE XLIII.

Unit of Quotation.	Type of work.	Basic wages offered by (1) Cochin Unit.	Basic wages offered by (2) Alleppey Unit.	Remarks.
		Rs. A. P.	Rs. A. P.	
One Candy of 672 lbs.	*SORTING*	0 6 3	Varies from 0-3-4 to 0-6-2.	The Cochin unit pays a dearness allowance of only 44% whereas the factories in Alleppey pay dearness allowance of 75% of the basic wages.
One candy of 672 lbs.	Bundling & Weighing	0 2 3	0 2 10	
Do.	Rehanking ..	2 8 0	3 10 5	

Changes in rates since August 1939.—There has been no change in the basic rates of wages in one unit, while in the other two, they have been raised to about 200 per cent. as can be seen from the following data. As these two units do not pay any dearness allowance, the net increase in earnings is much lower than those suggested by the figures.

TABLE XLIV.

Type of work.	Size and unit of quotation.	Factory No. 1.		Factory No. 2.		Average rates of all regulated factories in Alleppey including dearness allowance.
		Pre-War.	Current.	Pre-War	Current.	
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Beaming	.. Vycome or Anjengo 6/4 Plain.	0 15 0	2 1 0	This work is not done here.		
Spooling	.. Do. ..	0 1 6	0 3 0		Do.	
Rehanking	.. Per pound	0 0 2½	0 0 5		Do.	
Matting	.. (*a*) Anjengo 4/4 ..	3 0 0	6 0 0	2 14 0	5 12 0	5 9 0
Weaving	.. 2 shaft plain ..					
	(*b*) Vycome 4/4	2 10 0	5 0 0	2 14 0	5 12 0	4 13 2
	2 shaft plain					
	(*c*) Astamudi 4/4 ..	3 8 0	5 0 0	3 12 0	5 4 0	5 5 9
	2 shaft plain = (Aratory quality of Alleppey).					

The data given above show that (a) rates for the same type of work differ even in the case of these two matting factories at Cochin and (b) that rates for weaving are higher than those at Alleppey excepting for one quality. In fact, the two important recommendations of the George Committee in respect of the coir factories of Alleppey, namely (a) that wage-rates should be standardised and (b) that minimum rates of wages should be fixed by a statutory wage-fixing machinery (Trade Boards) are quite applicable to the coir factories of Cochin as well.

Principles underlying the fixation of wage rates.—A rise of only 44 per cent. (7 annas in the rupee) by way of dearness allowance in the case of one sampled unit and an increase of basic wages to 200 per cent. in the case of the other two factories in one and the same locality do call for an examination of the principles underlying the fixation of wage rates in the coir industry of Cochin.

The stagnation of wage rates in the first factory is due to the fact that about 80 per cent. of its workers are women. Moreover, the work in the factory is of a seasonal character. Hence it is that there has been no increase in basic rates excepting the grant of a dearness allowance of only 44 per cent. In the case of the other two factories, rates have gone up to 200 per cent., because

(a) the majority of workers in them are men,

(b) there has developed an acute shortage of male labour as a result of recruitment for war services,

(c) there is a large diversion of labour to harbour and aerodrome work (the average daily number of coolies engaged in harbour work alone is estimated to have gone up from 2,000 to 15,000), and

(d) rates for cooly work in alternative sources of employment have also gone up from eight annas per day per head to 12 annas with a dearness allowance of 5 annas. Hence it is that rates for matting weaving in Cochin are generally higher than those at Alleppey.

Wages for contract labour.—Though 97 per cent. of labour in one sampled factory and 24 per cent. in another are employed by contractors, contract labour receives the same rates of wages as labour employed directly. This is due to the fact that the managements pay a fixed monthly remuneration to the contractors and have prohibited them from taking any commission from their workmen. Workers, who were questioned by me on this point, confirmed this. There are no deductions or exactions of any kind, as was the case in the past, both here and in Alleppey.

Earnings.—The maximum, minimum and average earnings (basic, gross and net) of the largest number of workers (who had worked the same number of days) in each department of each of the three factories for a period of one week—a week being selected as the wage period—were recorded. The following Table gives a summary of the average net earnings of a worker in each important department for a period of one complete week of six working days :—

TABLE XLV.

Average weekly earnings of one worker for a week of 6 working days.

Type of work.	Factory No. 1.	Factory No. 2	Factory No.
	Rs. A. P.	Rs. A. P.	Rs. A. P.
Piece-work.			
Men—			
(*a*) Weaving	6 14 0*	No weaving	7 2 6
(*b*) Stitching	8 12 0	No stitching	No stitching.
(*c*) Bundling and Weighing	..	9 14 1	..
Women—			
Sorting	2 10 0	..	..
Time-work.			
Men—			
Moopan	7 8 0	9 2 7	7 8 0
Daily coolies	6 3 6	..	4 13 3
Women—			
Moopathy	4 14 0	5 6 3	.. ..

Overtime, fines, deductions.—There is no overtime work in any of the three factories under reference. No fines are imposed on workers. Neither are their any deductions made from wages except in respect of money advances.

Period of wage payment.—In all the three factories wages are paid every week on saturday for work done during the week.

Closed days.—Sunday is a regular closed day only in the two regulated factories, which also declare holidays (without pay) for all important Christian

*A group of 2 weavers had earned Rs. 28-5-7 as they wove mats of bigger size.

festivals. The unregulated factory works all the seven days in the week and gives no holidays, whatsoever. It has also no regular working hours as is the case in the regulated factories.

Working conditions.

Factory buildings.—One sampled unit is a pucca masonry construction with high and tiled roofing ; the two other units under reference are merely thatched sheds. They are built of bamboo and arecanut palm poles interspaced with cocoanut leaves. They are open on all sides, gunny cloth alone being used to shelter the workers against sun and rain.

Ventilation, lighting and congestion.—Though the sheds are open on all sides and therefore well-ventilated and lighted, the spooling and the weaving sheds are congested. There is hardly any room for workers to move about freely.

Flooring.—Flooring in the case of two factories is sandy and uneven with ditches here and there. It is littered with waste yarn and rubbish.

Protection against heat.—In the case of one factory, roofing is high and there is, therefore, sufficient protection against heat. As the roofing of the other two factories comprises cocoanut thatch, there is no complaint of heat.

Protection against fire.—Sufficient provision has not been made in any of the three factories against accidents by fire. In the two regulated units, fire buckets are kept according to the provisions of the Factories Act, but there are no hydrants or fire extinguishers. In the unregulated factory, even fire buckets are not kept.

Rest shelters.—No rest shelters have been provided in any of these three sampled units.

Cleanliness.—The general cleanliness in the unregulated factory is far from satisfactory. Rubbish and waste material are found heaped in all parts of the building, without being removed for weeks or even months. In another factory, there is a thick overgrowth of grass and weeds inside the factory premises.

Welfare activities.

Sanitary arrangements.—The following statement gives details of the sanitary arrangements provided in each of the three factories under reference.

TABLE XLVI.

Serial No. of Factory.	No. of latrines.		Urinals		Washing facilities.	Drinking water.
	For Men	For Women	For Men.	For Women		
1.	5	5	*Nil*	*Nil*	Yes	Supplied in pots.
2.	5	5	*Nil*	*Nil*	*Nil*	Do.
3.	3	1	*Nil*	*Nil*	*Nil*	*Nil.*

Medical aid.—Only in the two regulated factories are first aid boxes maintained, though there are no qualified first-aiders. There are no other medical facilities.

A special medical examination.—At my initiative, a special medical examination of all the workers in one unit was arranged on 23rd November 1944 with the approval and co-operation of the Cochin State. The analysis of all

the facts disclosed by this medical examination of 16 men, 6 women and 5 boys conducted by the Sub-Assistant Surgeon of the Maharaja's Hospital, Cochin, throws much light upon the health of the workers in the coir matting factories of Cochin. Out of 5 boys examined, 3 were found to be ill-nourished as indicated by their stunted growth, sub-normal weight and chest development. Moreover, these three suffered from hookworm also while one had enlarged tonsils and scabies to boot. With regard to the 16 men examined, the weight of 9 was below normal. Of these, 3 were ill-nourished and suffered from pyorrhea, while one among them had also a filarial leg. Moreover, 2 in this group had both hookworm and pyorrhea, while one was suffering from both pyorrhea and filariasis. In the case of the rest, whose weight was normal, one was found to be suffering from both pyorrhea and filariasis and was declared to be under-nourished, another had piles. Taking all the 16 men together, it was found that 9 were below normal in weight, 4 suffered from hookworm, 9 had pyorrhea, and 5 filarial legs. Only 2 had normal health. Chest development in all cases was, however, normal, due perhaps to hard manual work involved in the weaving process. In the case of the 6 women workers examined, one had a poor chest and sub-normal weight and this was considered to be the result of under-nourishment. The weight of all the rest was also below the average, while chest development in the case of three was also poor. Four were also suffering from hookworm while one had a filarial leg.

The general conclusion borne out by these data is that under-nourishment is the main cause of the very poor health of boys, women and men, and that a regular periodical examination, coupled with an increase of earnings, is indispensable to an improvement in the conditions of workers. It may be added that the workers in the other two units are bound to be at par with those whose medical report has been referred to above.

Canteens, creches, educational facilities, grain shops, etc.—In none of the three factories is to be found any canteen, *creche,* or grain shop. The owners of factories have also not made any arrangements for the education of workers and their children.

Housing.—Housing conditions of workers in the coir factories of Cochin are similar in many respects to those of their fellow workers in Alleppey. Workers live both in the municipal area of Cochin town proper and in the adjoining villages. The general type of the houses is the hut, walled and roofed with cocoanut thatch and bamboo poles and floored with sand.

The houses in the town area have access to protected water supply from the public water taps and to some extent also to the public latrines provided by the Municipality, but those in the village area lack both these amenities as they depend on surface ponds for drinking water and the open spaces near their houses as places of public convenience. The workers in the town area live in rented houses, the rents of which have risen all over. The houses of workers living in the village area visited and studied by me and my staff have been built by the workers themselves out of their small savings or by borrowing or by both means. But as the sites in the cocoanut groves, where the houses have been built, are owned by private landlords, these workers have to pay ground rent in the shape of the two usual items of service, namely, watering the cocoanut trees during the hot season, and keeping a watch over the property of the landlord.

The following analysis of the data collected by us regarding the dimensions and other important details of 6 typical houses will serve to give a general picture of the housing conditions of those living in the village area .—

TABLE XLVII.

Serial No. of house.	Floor Area L×B (in feet).	Floor Area Area in Sq. feet.	No. of inmates.	Walls.	Flooring.	No. of rooms.	Separate kitchen.	No. of doors & windows.	Furniture.
(1)	13×13	169	4	Bamboo mats.	Brick ..	2	No.	D—2 W—*Nil*	Mats only.
(2)	18×15	270	6	Do.	Do.	3	No.	D—3 W—Nil.	Two cots.
(3)	10×12	120	7	Wooden planks.	Do.	2	Yes	D—2 W—*Nil*	*Nil.*
(4)	18×9	162	8	Bamboo mats.	Sand ..	1	No.	D—2 W—*Nil.*	Wooden platforms for Sleeping.
(5)	12×9	108	4	Do.	Hard Clay ..	1	No.	D—1 W—*Nil.*	*Nil.*
(6)	18×12	216	6	Wooden planks.	Hard clay in some parts & brick flooring in other parts.	2	Yes	D—3 W—2	Wooden platforms for sleeping.

Trade unions and strikes.—Workers in the coir mats and matting industry of Cochin have not so far organised themselves into any trade union, though those engaged in coir bundling and ropemaking have formed unions since 1943.

There have been no strikes in two sampled units. Some minor unorganised strikes are reported to have taken place in the third factory, but details are not available.

Safety Acts, etc.

The Electricity Act is not in operation in any of the three factories, as they do not use electricity.

Workmen's Compensation Act.—There have not been any cases of major accidents in any of these factories, as very little machinery is used in them. There might have been minor accidents, such as cuts or bruises, etc., but no records are available.

Payment of Wages Act.—The manager of one factory in his reply to the *Ad Hoc Survey Questionnaire* stated that the Payment of Wages Act does not operate in practice in the Cochin State. The reason is perhaps lack of publicity of the Act. In fact, no abstracts of notices of this Act as well as the Maternity Benefit Act, have been displayed in either of the two factories coming under the purview of the Factories Act. Though the Payment of Wages Act was passed in Cochin in 1938, it does not appear to have been strictly enforced.

The Maternity Benefit Act.—Though the Cochin Maternity Benefit Act was passed as early as 1939, it is strange that there have been no claims under this Act in any of the two factories to which their scope has been extended. The managers say that no claims have arisen in spite of the fact that about 80 per cent. of the workers in one factory are women. Here, again there appears to be lack of publicity for as well as laxity in the enforcement of the provisions and rules of the Act.

Occupational diseases.—No cases of occupational diseases are reported by the managers but, as has been pointed out in the report on factories at Alleppey, stencilling and dyeing (the only two processes of work carried on in the matting factories of Cochin) are undoubtedly injurious to the workers.

Civil condition (male workers).—For a study of civil condition and indebtedness, 46 men workers were questioned in all the three factories. The following is the analysis of the data collected.

TABLE XLVIII.

	Religion.			Literacy.		Marital condition.	
	Christian.	Hindu.	Muslim.	Literate.	Illiterate.	Married.	Unmarried.
No. of workers ..	46	..	..	43	3	33	13
Percentage of each group of workers to the total	100	..	..	93·5	6·5	71·7	28·3

TABLE XLIX.
Age-Distribution.

Age-group	15—20	21—25	26—30	31—35	36—40	41—45	46—50	Over 51
No. of workers in each group	4	6	5	12	11	6	..	2
Percentage of each group to the total number of workers	8·7	13·0	10·9	26·1	23·9	13·0	..	4·4

Dependants.—The number of dependants per worker varied from 3 to 5 and the average for all the workers questioned was 4.

Indebtedness.—Of the 46 workers questioned, 24 (52.2 per cent.) were found to be indebted with an average per capita debt of Rs. 41-8-0. The number of workers with a debt between Rs. 51 and Rs. 100 was only 3, while only one worker had a debt of Rs. 200.

Of the total debt of Rs. 995. 350 (35 per cent.) had been borrowed for marriage, Rs. 595 (60 per cent.) for domestic needs and Rs. 50 (5 per cent.) for sickness. There have been no borrowings for litigation or for paying off ancestral debt or for purchase of land and cattle. With regard to the sources of loans, it is found that 3 had borrowed from shopkeepers, 16 from friends and relatives and 5 from moneylenders. 8 loans amounting to Rs. 590 pay an interest of 12 per cent. per annum and two loans amounting to Rs. 45 pay 37½ per cent. per annum. 14 loans (with a total amount of Rs. 360) are interest-free.

Civil condition of women workers.—The data on civil condition of 45 women workers questioned by my staff in all the three factories are shown in the following tables :—

TABLE L.

Literacy.		Religion.			Marital condition.			Domicile.	
Lit.	Ill.	H.	M.	C.	M.	W.	Un.	Pallurithi.	Cochin.
18	27	8	1	36	29	8	8	30	15

H = Hindu.
M = Muslim.
C = Christian.

Lit. = Literate.
Ill. = Illiterate.

M = Married.
W = Widow.
Un. = Unmarried.

TABLE LI.
Age-Distribution.

15—20	21—25	26—30	30—35	36—40	41—45	46—50	Over 50
5	8	9	3	11	1	7	1

General.—There is no scheme of provident fund, pensions, or gratuity either for workers or for the clerical staff in any of the three factories under reference.

PART III.

SUMMARY AND CONCLUSIONS

Employment.—The main features of employment in the coir industry of Travancore and Cochin in January 1944 as compared with August 1939 are :—

(1) a fifty per cent. fall in the Cochin units, owing to their inability to withstand the competition from Travancore and the growing scarcity of labour ;

(2) a fall of 44 per cent. in the regulated factories with an increase of only 3.6 per cent. in the unregulated units of Alleppey, mainly because of the loss of foreign markets and lack of shipping facilities ;

(3) the overwhelming preponderance of piece-rate workers over time-rate workers in Alleppey, whereas, owing to a large-scale demand for labour in the harbour and aerodrome works on a time-rate basis, the piece-wage system has been replaced by time-rate system to some extent in Cochin ;

(4) the persistence of contract labour, particularly of women and children to the extent of about 20 per cent. of the total labour force both in Cochin and Alleppey, though in both of them, the old abuses connected with the contract system have disappeared altogether ;

(5) the complete absence of the recognition of permanency of service, apprenticeship, graded or time-scale promotion and standing orders governing the relationship between the employer and the employee. There are no labour officers except in one of the units at Alleppey, but this defect is offset to a large extent by the organisation of factory committees in each factory by the local trade union to deal with the day-to-day problems and an Industrial Relations Committee (composed of representatives of employers and employees) to deal with the problems of general policy.

There is no labour officer or trade union organisation in the Cochin units, which are small and struggling for existence.

Wages and Earnings.—A detailed statistical analysis of the wage data collected from 24 units (21 in Alleppey and 3 in Cochin) leads us to the following conclusions :—

(a) The wages of women and children are very low, pulling down the average level of wages in the whole industry.

(b) There are wide disparities in wages and earnings of all classes of workers from occupation to occupation and from factory to factory, not only because of disparities in the rates of wages paid for the same work in the same occupation, but also because of disparities in the earning capacity and output of workers under the piece-rate system.

(c) The payment of higher basic wages by two units in Cochin and four units in Alleppey place the workers concerned in higher wage-groups, but not in higher income-groups, as they are in receipt of no dearness allowance or only reduced allowance.

(d) Though the average earnings of the worker in 1944 have increased as compared with 1938* they are not proportionate to the increased cost of living. The result is that the standard of living of the worker, which was pronounced to be unsatisfactory by the George Committee, has actually deteriorated.

No bonus, gratuity or pension is paid by any factory. There are no overtime earnings either. Fines are imposed in two factories but deductions for damages are made only in one. Wages are paid in cash at the close of the wage-period, which is one week in all cases. There are no holidays except those for a few festivals.

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* *Vide* George Committee Report, p. 167.

Working Conditions.—All the units work only one shift and hours of work per day in the regulated factories are 9 for men, 8 for women and 5 for children. Unregulated units of course, do not observe any regular hours and usually work even on Sundays.

Working conditions are far from satisfactory even in regulated factories. Factory-buildings, especially in the case of unregulated units are *katcha* (being built of cocoanut thatch) without proper ventilation, flooring or protection against fire. The premises of all units are dirty to a smaller or a greater extent. In three cases, there was a thick overgrowth of weeds and grass in the open spaces within the factories. Congestion of a serious character is to be seen in all the factories, particularly in the beaming, spooling and weaving sections. As a rule, there are no guards for dangerous machinery and no exhaust arrangements are provided to keep away dust in the shearing and trimming sections or smoke in the dyeing sections.

Welfare Activities.—Sanitary arrangements are woefully deficient even in the regulated units, while they are almost non-existent in the unregulated ones. The number of latrines is insufficient. In most of the factories, these are highly insanitary. Washing facilities, particularly for workers in the dyeing and stencilling sections are inadequate. Even drinking water is kept in pots at considerable distance from the workers and no vessel is provided excepting the shell of a cocoanut. The provisions of the Factories Act are flagrantly violated and the laxity of administration in this respect is due not only to the inadequacy of the inspecting staff but also to their low status as evidenced by the meagre salaries paid to them.

The only medical aid available in the regulated units is a first-aid box. There is no provision for periodical medical examination, though stencilling, shearing, dyeing and smoking are admittedly injurious processes, and a large percentage of workers, as disclosed by the results of a special medical examination conducted in one of the sampled units, are suffering from several diseases, including philariasis.

Canteens are provided only in three large regulated units at Alleppey. There is no creche in any of the factories in spite of the fact that women form 14.3 per cent. of the total number of workers at Alleppey and 61.7 per cent. at Cochin. None of the factories has any educational programme for its workers. Nor do they subsidise any other agency for this purpose. A large grain shop is, however, run by five factories.

Housing.—The employers have not provided any housing either severally or collectively and workers have therefore been obliged to make their own private arrangements.

Workers live in huts, which are walled and roofed with cocoanut thatch. These huts are usually one-roomed, floored with sand and have no provision for a separate kitchen or storeroom. The site on which these huts have been built belongs to private persons and hence workers pay ground rent in the shape of cash in the municipal area or in the shape of manual service in villages. Though there is no congestion, the huts usually lack all amenities of sanitation, water-supply, lighting and latrines.

Trade Unions.—A powerful and well-organised trade union (the Travancore Coir Factory Workers' Union) with a membership of about 17,000 workers is functioning efficiently at Alleppey. There is no trade union development in the coir matting industry of Cochin. The Alleppey Union was responsible for the general strike of 1938 in Travancore which led to the George Committee Enquiry. The union has done much to bring about industrial peace.

Safety Acts, etc.—Of the 46 factories in Alleppey and its suburbs, only 10 have been brought under the purview of the Travancore Factories Act, and there is no denying that effective improvement in labour conditions is possible only when all the units are brought under control. Moreover, the inspecting staff should be increased and their status enhanced. The Payment of Wages Act and the Workmen's Compensation Act are well observed, though the Maternity Benefit Act is evaded in some factories by employing unmarried or widowed women or women beyond the child bearing age. As far as Cochin is concerned, the Maternity Benefit Act does not appear to have been given due publicity, and neither of the two regulated coir factories there has paid so far any claims under this Act.

Civil Condition and Indebtedness.—Personal enquiries from random samples of 46 men workers in Cochin and 508 men workers in Alleppey showed that literacy was nearly 90 per cent. and that the average size of the family was 3.9 persons in both centres. With regard to indebtedness, it was found that though the majority of workers (52.2 per cent. in Cochin and 65.2 per cent. in Alleppey) were indebted, the average *per capita* debt was small (Rs. 41-8-0 in Cochin and Rs. 69 in Alleppey). It is, however, significant to find that 60 per cent. of the total debt in Cochin and 80.3 per cent. in Alleppey were borrowed for ' domestic needs '. These data corroborate the results of our analysis of the wages and earnings of workers both in Alleppey and Cochin and of the medical examination of workers in one of the sampled units in Cochin to the effect that insufficiency of earnings and the consequent undernourishment account for the low standard of living and the poor health of the workers.

Conclusions.—While trade union action and legislative enactments, as described above, have gone a long way to improve labour conditions in the coir industry, it should be emphasised that further improvement is possible only when some of the fundamental defects in the organisation of the industry are removed. There are, as was pointed out before the George Committee " too many factories, too much plant and too much labour in the industry ". Moreover, " there is acute internal competition with mutual price-cutting among the manufacturers*..... There is considerable waste in the industry both in effort and money, on account of the preparation of superfluous samples and patterns of stencils "**. In short, as the George Committee has put it emphatically " owing to the chaotic conditions in the industry, it is not reaping the advantages to which its well-nigh monopolistic position entitles it ".*

From the point of view of improvement in labour conditions, it seems essential to rationalise the industry by evolving a machinery for centralised control for production and export of coir products. If the existing manufacturers cannot bring into existence such a machinery (as they have attempted it and failed), a large measure of state control or the state itself taking over the entire industry seems to be the other alternative. Other improvements are also called for, such as introduction of better machinery, etc. Some measure of co-operation between Travancore and Cochin is also necessary in the field of labour administration.

A. MUKHTAR,
Member,
Labour Investigation Committee.

SIMLA,
The 15th May 1945.

*Report, p. 91.
**Report, p. 173.

APPENDIX.

QUESTIONNAIRE FOR *AD HOC* SURVEYS.

PART I.

Name of concern.....

Location.....

Name of Proprietor .....
or Managing Agent.

Date of Establishment.....

District.....

Province.....

Date of Establishment.....

A. EMPLOYMENT.

1. State the average daily number of workers (other than the clerical staff) employed in August 1939 and in January 1944, or at date of enquiry as follows :—

(a) Total number of workers .....

(b) Number of piece-rate workers .....

(c) Number of time-rate or salaried workers .....

	Men.		Women.		Children.	
	Aug. 1939	Jan. 1944.	Aug. 1939.	Jan. 1944.	Aug. 1939.	Jan. 1944.
(*i*) Employed and paid directly.						
(*ii*) Employed and paid through contractors.						
(*iii*) Employed through contractors but paid directly.						

2. If you have any statistical information regarding the length of service of operatives in your concern, please give it in the following form :—

Those between 0 & 1 year of service,

Those between 1 & 5 years of service,

Those between 5 & 10 years of service, and

Those over 10 years of service.

3. Are your workers classified as permanent and temporary ? Give the percentage in each category and describe the privileges of each type of workers.

4. State the system of apprenticeship for ordinary and supervisory posts and terms, if any.

Is the apprenticeship period counted towards total service ?

5. Is there any system of graded or time-scale promotion ? If so, give details.

6. State the labour turnover in your concern for the years 1939 and 1943 or any recent years in the form below :—

Average daily number of workers employed during the month or year.	Total number of workers who left during the month or year.					
	Permanent.			Temporary.		
	Retirement.	Dismissal.	Voluntary.	Retirement.	Dismissal.	Voluntary.

What are the reasons for the labour turnover, if any ? Suggest measures for reducing it.

7. Supply figures of absenteeism in your concern for the years 1939 and 1943. What are the causes of absenteeism and how would you reduce it ?

8. Are there any Standing Orders governing the relationships of employers and employees ? Please supply a copy of the same, if possible.

9. (a) How do you recruit labour ? Explain the system of recruitment fully.

(b) Have you a Labour Officer to enquire into the grievances of workers ? If not, what other machinery have you set up for this purpose ?

B. Wages and Earnings.

10. What are the wage-rates for different types of workers ? What changes have occurred in basic wages, salaried and piece (exclusive of allowances, etc.) since August 1939 ?

Does contract labour receive the same rates of wages as labour directly employed in the same or similar occupations ?

11. Please describe in brief the principles determining the fixation of your wage rates for all classes of employees.

12. Please give details of dearness and other allowances, bonuses and gratuities paid to workers since the outbreak of the War and state which of these is temporary and which is permanent. Are any conditions attached to the payment of these allowances ?

13. Give details of the wages and earnings of workers who have worked the same number of days in the wage period from.....to.....in the form attached at the end of this Questionnaire.

14. How is overtime calculated and paid for ? Is overtime work compulsory ? Do you maintain any register for recording overtime ? Are these available to the workers or their representatives for inspection ?

15. What deductions are made from wages ?

16. Is there a Fine Fund ? What is the amount outstanding in it and how is it utilised ? Who is in charge of its disposal ?

17. What are the periods of wage payment for different kinds of workers ? How long after the end of the wage-period are wages paid ?

18. Are there any regular closed days in the month in your concern ? What holidays (other than for festivals, etc.) are given to workers ?

C. Working Conditions.

19. How many shifts are worked in your concern ? What is the number of hours of work in each shift and the times of commencement and ending ? What is the total spread-over, *i.e.*, the relation between hours worked and hours during which worker is on call ?

20. If any multiple or overlapping shifts are worked, describe their arrangements.

21. State the conditions of ventilation, lighting (natural and artificial), congestion (*i.e.*, floor area per worker), flooring, protection against heat, etc.

22. Are shelters provided for employees during rest intervals ? Give their dimensions, structural details, seating arrangements, etc.

D. Welfare Activities.

23. Give an account of sanitary arrangements, water supply, latrines, urinals, washing and bathing facilities, etc., and their distances from the concern. Is cool water supplied in summer ?

24. Is there any dispensary or hospital for workers and their families ? If so, state the number of cases treated every day, prevalent diseases, qualifications of doctors in charge, their emoluments, etc. What is the system of medicine ? Can any of the diseases workers suffer from be called occupational in character ? Is there any periodical medical examination of workers ?

25. Is any canteen provided or arrangements made for tea, and drinks, light refreshments, etc.? Who runs them and how are profits, if any, utilised ? Describe conditions of contract, if any, and compare sale prices of articles supplied with market prices.

26. Do you maintain a *creche* for the benefits of your women workers ?

27. What are the facilities available for the education of adult workers and their children ?

28. Is there a grain shop for workers ? What are the commodities supplied and how do their prices compare with market prices ?

E. Housing Accommodation.

29. Give details of housing provided by the employer with reference to :—

(a) Proportion of workers housed,

(b) Rentals,

(c) Types of houses,

(d) Congestion,

(e) Sub-letting, and

(f) Sanitation and water supply.

30. If workers live in their own houses or in houses provided by private landlords or public bodies, state their condition carefully.

F. Trade Unions and Strikes.

31. Have workers formed any trade union ? State membership, monthly subscriptions, etc. Has there been any agreement regarding wages, hours of work, employment, dismissal, etc. Please supply a copy of agreement, if any.

32. Is there any works committee ? Give its constitution and an account of its activities.

33. Give details of strikes in your concern during the last fifteen years. What were the causes of such strikes and how were they settled ? How far were the demands of the strikers satisfied ?

G. Safety Acts, etc.

34. Does the concern come under the Factories Act ? If so, are the provisions of the Factories Act complied with ? Give dates of visits of Factory Inspectors during the past ten years and extracts from the remarks in the Factory Inspection Book.

35. Are the provisions of the following Acts observed in your concern :—

(1) Electricity Act,

(2) Payment of Wages Act,

(3) Workmen's Compensation Act, and

(4) Maternity Benefit Act.

What action have you taken to acquaint your staff with the provisions of these Acts ?

36. Give the number and nature of cases of occupational diseases reported in the last 10 years. Is there any provision of medical facilities for the treatment of occupational diseases ?

37. State the number of accidents which occurred in 1943. Was any compensation paid ? If so, how much and in how many cases ?

H. Indebtedness.

38. Are the workers indebted ? Give an idea of the extent of their indebtedness and the causes responsible for the same.

39. What is the usual rate of interest charged from the workers ? What remedial measures have been enforced by the Government to reduce this indebtedness ? How far have they been successful ?

I. General.

40. Please supply a copy of the Provident Fund rules, if any, *especially* in reference to :—

(a) Membership,

(b) Contributions,

(c) Rate of interest,

(d) Investment, and

(e) Conditions of claims on employer's contributions.

41. Give details of pension schemes and gratuities, if any. Please supply a copy of the rules.

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LABOUR INVESTIGATION COMMITTEE
GOVERNMENT OF INDIA

REPORT
ON
LABOUR CONDITIONS IN THE COTTON GINNING AND BALING INDUSTRY

Cx.12.49

BY
B. P. ADARKAR

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PREFACE.

The Tripartite Labour Conference at its meeting in September 1943 recommended the setting up of a machinery to investigate questions of wages and earnings, employment and housing, and social conditions generally, with a view to provide adequate materials on which to plan a policy of social security for labour. In pursuance of that resolution, the Labour Investigation Committee was appointed by the Government of India by Resolution No. L 4012, dated the 12th February 1944 to carry out the investigations. The Committee was instructed to extend its investigations generally to all industrial and semi-industrial labour covered by the Royal Commission on Labour in their Report, with the addition of certain other categories. The Committee was asked by the Government of India to decide in each case the most suitable manner of conducting the enquiry. The Government, however, considered that the method of enquiry should not merely consist of sending out questionnaires to Government agencies and Employers' and Workers' Associations, but should also comprise specific enquiries in individual concerns based on representative sampling.

2. In India, in spite of the quite comprehensive enquiries made by the Royal Commission on Labour and a few Committees appointed by the Provincial Governments, there have remained large lacunae in regard to information on labour conditions in several industries. In particular, broadly speaking, the method of direct enquiry on the spot has not been adopted on a sufficiently wide scale so as to cover the entire industrial structure. Moreover, certain industries, like cotton textiles and coal mining, have received greater attention than others, and even as regards these industries, comprehensive information on an all-India basis has not been available. With a view to making up this deficiency as well as to bringing the available information up to date, the Committee decided that *ad hoc* surveys should be carried out in various industries so as to secure a complete picture of labour conditions prevailing in each. The following industries were selected for the purpose:—

A. *Mining.* (1) Coal. (2) Manganese. (3) Gold. (4) Mica. (5) Iron Ore. (6) Salt.

B. *Plantations.* (7) Tea. (8) Coffee. (9) Rubber.

C. *Factory industry.* (10) Cotton. (11) Jute. (12) Silk. (13) Woollen. (14) Mineral Oil. (15) Dockyard. (16) Engineering. (17) Cement. (18) Matches. (19) Paper. (20) Carpet weaving. (21) Coir matting. (22) Tanneries and Leather Goods Manufacture. (23) Potteries. (24) Printing Presses. (25) Glass. (26) Chemical and Pharmaceutical works. (27) Shellac. (28) Bidi-making, cigar and cigarette. (29) Mica Splitting. (30) Sugar. (31) Cotton Ginning and Baling. (32) Rice Mills.

D. *Transport.* (33) Transport Services (Tramways and Buses). (34) Non-gazetted Railway Staff.

E. *Other types of labour.* (35) Port Labour. (36) Municipal Labour. (37) Central P.W.D. (38) Rickshaw Pullers.

3. The main conception on which the *ad hoc* surveys have been based is that information should be collected on the spot by direct enquiry conducted with the help of the Committee's own staff and that this information should, as far as possible, conform to the sampling methods widely adopted in such work. Owing to great variations in the character of the different industries, however, there could not be a complete uniformity in regard to the methods which had to be adopted to suit the peculiarities of particular industries and centres. For instance, while there are only a few centres and units in certain industries such as potteries, mineral oil, gold, etc., in other industries, such as

textiles, engineering, transport services plantations, tanneries, bidi-making, etc., a very large number of centres and units in different provinces (and even States) had to be covered. Moreover, some of the industries are modern industries of the large-scale type, wherein factory legislation applies more or less entirely, while others are indigenous handicrafts or small-scale industries, where factory legislation is either inapplicable or partially applicable. Thus, information has not been uniformly available in advance as regards the size, location and ownership of industrial units, such as is necessary before decisions for sampling are taken. Consequently, the technique of representative sampling had to be modified and supplemented so as to obtain whatever information of a reliable character was available. As far as possible, however, in all industries important centres were covered. In each of these centres units were chosen on a sample basis, but it was possible in a few centres to cover all units. The final lists of centres of survey and individual establishments were made out in the light of the impressions gathered during the course of the preliminary tour and in consultation with local authorities. The guiding principle in the selection of centres of survey was to make the survey regionally representative so as to discover differences in the conditions of labour in the same industry in different parts of the country. The selection of individual concerns was generally based on considerations in order of importance, of (a) size, (b) ownership (private or limited) and (c) whether subject to statutory regulation or not. In this connection, it may be stated that the Committee were greatly handicapped in sampling the units owing to the lack of complete information regarding location and number of units in the selected industries. Unfortunately there are no all-India employers' organisations in some of the organised industries, nor are the statistics maintained by the Central and Provincial Governments at all complete. Moreover, in certain unorganised industries, such as shellac, carpet-weaving, bidi-making, etc., owing to their very nature, no such information could have been readily available in advance. In certain cases, therefore, owing to these difficulties as well as transport difficulties and other exigencies, the sampling could not be fully adhered to. Nevertheless, the Committee have been anxious to gather in the maximum possible information in the limited time at their disposal and with a view to this, they have cast their net as wide as possible. The main instruments of the *ad hoc* survey were the Questionnaires. These were of two kinds :—(a) the main *ad hoc* survey questionnaire on points likely to be common to all the industries surveyed, and (b) supplementary and special questionnaires in respect of certain industries, such as plantations, mines, railways, rickshaw pullers, port labour, municipal labour, glass, shellac, mica, etc. The main questionnaire was accompanied by a tabular form for entering wage data and this was used wherever possible. In the case of certain surveys, however, such as salt, paper, cotton, woollen and jute textiles, dockyards, silk, cement and gold mining, it was possible to conduct a wage survey on a sample basis. The chief method of collection of data was by personal investigation of industrial establishments, examination of their records and contact with labour in factories and homes. The information thus collected was supplemented and checked with replies to the Questionnaires received.

4. For the purpose of conducting enquiries, a sufficiently large field staff, consisting of 16 Supervisors and 45 Investigators, was appointed. Before the commencement of field work, all the Supervisors (with the exception of those working in Bengal) were called to the Committee's headquarters at Simla and given detailed instructions on the technique and scope of the enquiries to be conducted by them, the manner in which they were to submit their data, and the centres and units which they were to investigate. In addition, both Supervisors and Investigators were provided with written instructions regarding the

use of questionnaires, sampling of concerns (where this could not be done in advance), filling of the wage forms, etc. In particular, they were asked not only to collect information on the spot but also to draw upon every other possible source of information. In doing so, they were required to distribute copies of the questionnaires in the centres assigned to them not only amongst the sampled units but also amongst Employers' and Workers' associations in the industry and such other associations and individuals as were likely to be interested in the subject. They were also asked to get into touch with officials of Central and Provincial Governments connected with labour and obtain such facilities as might be necessary in doing their work.

5. As far as the field work in Bengal was concerned it was done by the staff of the Committee under the guidance and supervision of the Labour Commissioner, Bengal, and his subordinate officers. Members, however, paid visits to selected centres and units in Bengal to obtain first-hand knowledge of local labour conditions.

6. The Committee's survey covered all Provinces with the exception of the North West Frontier Province where none of the industries selected for survey was sufficiently important. It extended to many of the Indian States also, such as Kashmir, Patiala, Gwalior, Baroda, Mysore, Sandur, Travancore, Cochin, Bundi, Indore and some of the States of the Eastern States Agency. No survey was undertaken in the Hyderabad State as that State preferred to appoint its own Labour Investigation Committee, with terms of reference identical to those of this Committee, for enquiry into local labour conditions.

7. In dealing with the *ad hoc* survey work, several courses were open to the Committee :—(i) the Committee, as a whole, to study each industry, (ii) the surveys to be distributed region-wise and each Member put into charge of a region, and (iii) each Member to be entrusted with a few surveys throughout India. With a view to speedy and efficient work, the third course was actually adopted. This departure from the usual procedure of the Committee as a whole dealing with the work was necessary in view of the immensity of the task and the necessity of maintaining an all-India perspective. Moreover, it was felt that this procedure would enable Members to make a specialised study of labour conditions in individual industries in different parts of the country. It was also felt that the peculiar problems of industrial labour had more an industry-wise than a region-wise dispersion and that the procedure would be helpful to future legislation which has to take into consideration the diversified conditions of each industry. It will be seen, however, that in the Reports the factual material has been presented both on an all-India and on a regional basis.

8. Thanks and acknowledgments are due to Provincial Governments, State Authorities, Labour Commissioners (and particularly the Labour Commissioner, Bengal), Directors of Industries, Chief Inspectors of Factories, Port authorities, local bodies, employers' and workers' associations, managements of the units surveyed and all others who rendered help in the collection of the data presented in these Reports.

D. V. REGE, *Chairman.*

S. R. DESHPANDE
AHMAD MUKHTAR
B. P. ADARKAR
} *Members.*

TEJA SINGH SAHNI,
Secretary.

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CHAPTER I.—INTRODUCTION.

I.—Economic Background.

The Cotton Ginning and Baling industry in India is easily the most important seasonal industry of the country. It provides employment, at present, to about 1,20,000 persons, though the employment figures have shown some fluctuation from year to year. In 1939, the average daily employment in all the registered factories was 1,23,879; it went up to 1,42,456 in 1941 and fell down to 1,17,311 in 1943. While the present war has stimulated many industries and accelerated their development, it has hit the cotton ginning and baling industry pretty hard. The countries of the East, *viz.*, Japan, China, Korea, etc., were the main customers of Indian cotton in pre-war days. The outbreak of war between Japan and the Allies in December 1941 cut off the entire Eastern market. During 1939-40, the number of cotton bales exported from India was 2,947,900. The corresponding figure for 1942-43 was a petty 300,900 bales! The following table gives statistical data as regards export and Indian mills, consumption of Indian cotton. Neglecting the carry-over, the total production of cotton bales in India fell from 5,999,900 in 1939-40 to 4,334,900 in 1942-43,—a fall of nearly 25 per cent.

TABLE 1.

Export and Indian Consumption of Indian Cotton (In Bales).

Year.	Exports.	Indian Consumption.	Total.	Indices. (Base 1939-40 =100).
1939-40	2,947,900	3,052,000	5,999,900	100
1940-41	2,167,600	3,358,000	5,525,600	92·1
1941-42	1,437,700	3,938,000	5,375,700	89·6
1942-43	300,900	4,034,000	4,334,900	75·6

Location of the Industry.—The black cotton soil region in Bombay and the Central Provinces and Berar contains more than 50 per cent. of the cotton ging and presses working in the country. Thus in 1942, the total number of registered ginning and pressing factories was 1,841 and of these 1,022 or 55.5 per cent. worked in the two Provinces mentioned above. Besides these, other areas of importance are Madras, the Punjab and Sind. The following table shows the number of cotton ginning and baling factories and the main centres of the industry in the above named five Provinces.

TABLE 2.

Main Centres of the Industry.

Province.	Number of Factories in 1942.	Number of Workers in 1942.	Main Centres.
Bombay	645	38,832	Hubli; Palej; Viramgam; Dhulia; Dondaicha; Jalgaon; Pachora; Chalisgaon; Broach.
C.P. and Berar ..	377	29,091	Amraoti; Buldana; Akola; Nagpur; Nimar; Wardha.
Madras	363	21,205	Tirupur; Ramnad; Bellary.
Punjab	286	18,983	Lyallpur; Amritsar.
Sind	105	11,568	Mirpur Khas; Nawabshah.

The Main Seasons.—As has been said above, this industry is seasonal in character and its season is dependent upon and follows the cotton-growing

season. In the Punjab, Sind and the United Provinces, cotton is first harvested in September and soon thereafter the factories start working. The ginning and pressing season in these areas begins in September and ends in April. In Madras also the working period is the same. In the Central Provinces and Berar, as also in Khandesh, cotton is ginned and pressed from October to June but in Gujerat the active ginning months are February, March and April. In South Bombay, the factories work intermittently throughout the year. The average number of days worked by these factories in the course of a year would be about 150, though some of them work for a hundred days or even less. The necessary to work only for a brief periods arises out of the fact that cotton cannot be ginned at high temperature. Moreover, as far as is known, the short staple lower variety of cotton cannot be stacked for long.

Pooling Agreements.—One interesting feature of the cotton ginning and pressing industry is the system of "pooling" of factories which is widely adopted in most of the areas and which is necessitated by the fact that there are generally more factories than would be required to dispose of the crop. The main idea of a pooling agreement is to pool and concentrate production in a few factories according to the availability of work, keeping the others idle and thus to eliminate competition, waste and duplication. Details in regard to such agreements are given in Appendix I. Here we may briefly state the main features of a pooling agreement. In the first place, the contracting parties continue to be absolute owners of their factories, but they agree to work them as per conditions laid down in the agreement deed. Secondly, a uniform rate is charged by the contracting parties for ginning or pressing, as the case may be. Thirdly, the constituent factories have to work or remain closed for certain stated periods during the season. Fourthly, from the pressing or ginning charges a certain fixed proportion is allowed to be retained by the constituent factories, and the balance is paid into the pool. Fifthly, all members are required to submit daily an account to the trustees of the pool, showing the number of *khandies* of cotton ginned or bales pressed. Finally, at the end of the month or the season, the collections of the pool are divided amongst the parties according to ratios laid down in the agreement and corresponding to the total strength of gins or presses in each factory. These pooling agreements are, no doubt, favourable to employers, but their effects on labour are not always so. In those centres where alternative employment is readily available to the excluded workers the continuity of employment which the agreements provide to a definite group of workers is indeed worth having. However, the agreements become definitely injurious causing unemployment among workers, in places where there are no alternative avenues of employment during the agricultural off-season.

II.—Processes of Production and Types of Workers.

The cotton is first brought to the factory either by dealers or by the management itself and stacked in godowns by men called *khalasis* or coolies. They do the weighment, carry the *borahs* (long gunny bags) into the godowns stamp the ginned cotton into the gunnies, stitch them and do such other ancillary work from the time the cotton comes to the factory till it goes out after ginning. In Madras these *khalasis* have to obtain a weighment licence from the local Cotton Marketing Committee by paying Rs. 5 per annum. They are required to wear the Committee's badge while doing the weighment.

The cotton thus stored in godowns is taken out and picked by women known as *kapas* pickers. These are mostly old women who are unskilled and young women who are beginners. The stains are removed and the cotton thus picked is then arranged into rectangular or square heaps in the godowns. In the South Indian Factories these heaps are called *ambarams*.

Elsewhere no particular name is given to cotton heaps. The advantage with this arrangement is that cotton which is grown and is brought from different regions and which varies in quality because of the varying sun and climatic conditions, gets well mixed before it is ginned. When cotton arranged in separate heaps is ginned, it becomes uniform in quality, which is essential for manufacturing textiles. In some cases, the cotton taken out of the heap is cleaned for a second time before it is ginned. During ginning the seed is separated and it goes down through the machine and accumulates in the godowns constructed for the purpose. The gins are adjusted in such a way that there is not much of cut-seed getting mixed up with lint and impairing its quality. Women coolies are generally employed to remove the seed from the godowns and store it elsewhere. The Women who work at the gins are known as "gin-feeders."

The ginned cotton is then put on a cot which serves the purpose of a sieve and is shaken well. The cut seed falls down through the interestices of the iron lattice and the cotton is taken out to be stamped into *borahs*. Any stains left in the ginned cotton may be picked again. A big gunny bag nearly 6 feet in length is tied to a beam or some rafter in the shed and is filled with cotton. After it is filled three-fourths, a man gets into the *borah* to stamp the cotton in. Then they are stitched, weighed, and sent out. Superior cotton from which diseased and inferior portions have been sorted out is utilized for making quality textiles. The stains and the inferior cotton are used for manufacturing cloth of lesser counts like carpets, blankets and such other coarse stuff Ginned cotton, if it is free from dust, dry leaf bits, cut seed and such other impurities and is well mixed, commands a high market value. Cotton and *kapas* bags are carried from one place to another in the factory area by men variously called coolies, *khalasis, jholiwalas* and *palledars*. All the work connected with ginning requires little skill and hence the labour is of the unskilled type. In some factories the whole of the ginning process is automatic. *Kapas* has only to be fed into a broad pipe. A strong current of air then takes the *kapas*, to the open and then on to the gins. Flakes of ginned cotton are deposited into a receptacle kept for the purpose near the press.

Pressing.—Before being pressed, the ginned cotton has to be mixed well. To get this done, the ginned cotton is taken to the opener where it is beaten by the machine but in case the ginned cotton is of uniform quality it is shaken well with hand and is sent to the press. The cleaning of cotton is the next process whereby impurities, if any, are removed. After the ginned cotton undergoes all these processes it is weighed before being pressed. Each bale weighs 400 lbs. Weighment coolies are given different names in different areas, (*e.g., tolewalas* in Bombay, *labariwalas* in Sind and press coolies. elsewhere). After weighing cotton is shoved into half-presses. The press box is about 16 feet deep. Workers who are engaged at the half-presses are called "rammers" since they ram the cotton in. After the cotton is half-pressed it is sent to the finisher press. The workers employed here are called "lashers" and the process is known as "lashing". The bales are wrapped and hooped automatically in the finisher press. The pressing of cotton is done in some factories by steam presses. The processes of production are practically the same in all the areas, although the nomenclature of workers differs from place to place.

III.—The Nature of Employment.

Attention has been drawn above to the seasonal character of employment in the cotton ginning and baling factories. Besides being seasonal, the employment is intermittent also. If the supplies of cotton are irregular, work is stopped off and on, and the daily paid worker gets no wages. The fact that

in the ginning factories no particular skill is required for the processes makes the position of the worker somewhat insecure. He can always be dismissed and a fresh man taken on without impairing the efficiency of work. On the other hand, this insecurity of tenure encourages absenteeism and turnover among the workers. Workers prefer to take up an odd job in the town for a day or two if it pays them better. Figures for absenteeism and turnover were found to be fairly high in a number of centres. The "contract system" prevails in the industry on a wide scale. In almost all the centres work is let out to contractors and it is the job of the contractors to recruit workers. The firms take care to insert clauses in the contract indemnifying themselves against compensation for employment injury payable in respect of the employees of contractors. The payment of wages to the employees of the contractors is supervised by the management in few firms. The firms do not feel responsible for the provision of medical and other facilities and the contractor is too insentitive to see that they are necessary or desirable. It is hardly necessary to say that a number of malpractices continue unbated and that, from the standpoint of labour, the system is rotten to the core. The employment of children of prohibited ages is also prevalent on a wide scale. The work of gin-feeders is rather easy (though not always safe) and is entrusted to children who are always in large numbers. If the woman, who is generally responsible for the work, can be paid two-thirds the wages of man, a child can be paid merely a third and the employer is, therefore, never unmindful of the possibilities of gain by the substitution of child for female labour. In view of the inadequacy of the inspectorate everywhere, one cannot legitimately blame the factory inspectors for the non-enforcement of law in regard to the employment of child labour.

IV.—Combination of Cotton Ginning with other Industries.

In many places, cotton ginning and pressing are combined with other industries, both being undertaken in the same premises. Among such industries are oil milling, rice milling and groundnut decortication. In a number of cotton textiles factories, moreover, cotton ginning and pressing are the least important of a series of vertical processes ending up with spinning and weaving or dyeing and bleaching. It is surprising, however, that no ginning factory has so far established a plant for utilization of its main by-product, *viz.*, cotton seed. It may probably be due to the fact that the production of cotton seed in individual units is too insufficient even for the smallest plant. There can be little doubt that a few of the factories could easily utilise this by-product by supplementing their own stocks of cotton seed with purchases from other factories. The combination of two or three seasonal and small-scale industries in this fashion has one great advantage in that it is capable of providing to the worker continuous employment by switching off from one process to another according to the nature of the season. This, however, is a matter for conscious planning and it does not appear that either the State or the employers have given any serious thought to the possibilities of such alternate employment. The one, and perhaps the only, disadvantage of the combination of industries is that, it becomes possible for employers to defeat the factory law so far as shifts and hours of work are concerned by transferring the workers from one section of the factory to another, often under different names, and the temptation to do this is helped by the availability of alternative work at different times. Rigorous factory inspection is the only remedy for this.

V.—Accidents and Occupational Diseases.

The incidence of accidents in cotton ginning and baling factories is rather low and the accidents that occur, are such as can be avoided in most cases, by a little more cautious supervision on the part of the management. The danger spots, as the regional surveys will show, are the cotton opener and the line-

shaft. Coolies have to feed *kapas* into the opener and they use their hands for the purpose. If they are alert no accidents occur but the least inattention on their part may involve them in accidents and cause the loss of a few fingers or the whole arm. This can be avoided if the opener coolies use a wooden rod to manipulate the insertion of cotton. The line-shaft is usually an underground chamber in which the big wheels carrying belts rotate at great speed. A cobbler works in this chamber and his job is to repair the belts if they break, to arrange them on the wheels and to grease the wheels. These line-shafts are *nowhere* ventilated properly and are invariably ill-lighted. The floor is damp and the atmosphere stinking. More than that. The clearance in between the wheels and between the walls and wheels is always too inadequate to allow free movement. It is no wonder, therefore, that the clothes of the cobbler who moves about in such rooms get caught in between the belt and the wheel, dragging him also to serious injury or to death. Most of such accidents can be avoided if (i) the line-shaft is better-lighted and ventilated and has more space, and (ii) the cobbler is provided with tight-fitting garments. Rules made under the Factories Act in some of the Provinces oblige the factory manager to equip the cobbler, with such clothes free of cost but these rules are observed only in the breach.

As for occupational diseases, no positive evidence was available to show their incidence. There can be little doubt that lung diseases like bronchitis, tuberculosis and asthma are contracted by workers engaged in the ginning room and near the opener. The atmosphere in these two places is surcharged with dust and cotton particles and these are inhaled by the workers. These persons do make efforts to filter these out by wrapping a piece of cloth round their nose but unwittingly sufficient space is left between the cloth and the nose to allow free entry of the injurious admixture of dust and cotton. No firm has so far provided its employees with dust respirators. The fact that diseases of the type mentioned above are contracted by the workers in the course of their employment was confirmed by several medical men practising in towns wherein cotton ginning factories are situated. In the narrow technical sense the diseases may not be regarded as "occupational," but although they cannot be said to be peculiar to the industry, they *do arise* from the nature of work.

VI.—The Working of Labour Acts.

The Acts applicable to the ginning and baling factories are the Factories Act, the Workmen's Compensation Act and the Maternity Benefit Acts. It may be stated that, on the whole, the operation of these laws has been thoroughly unsatisfactory in this industry. The provisions in the Factories Act in regard to sanitation and health, hours of work, employment of children, employment of women beyond prescribed hours, etc., are openly disregarded. Latrines and urinals, besides being insufficient in number, are exceedingly dirty. Children of 8 to 10 years of age are employed in large numbers. The working of the Workmen's Compensation Act has been, in a large measure, infructuous. Due to the absence of trade union organization among the workers employed in the ginning and pressing factories and also due to the seasonal, if not casual, nature of employment, the workers have not become conversant with their rights under the Act. The result is that in most cases the injured are quietly removed from the scene and the payment, if any, made to them is wholly incommensurate with the amount of injury sustained. It is only in some of the Bombay and C.P. factories that employers have insured with private companies against employment injury. In such cases, generally speaking, accidents are properly reported and compensated. The Maternity Benefit Act was found to be wholly inoperative. The ginning factories employ women in fairly large numbers as cotton pickers and gin feeders. In some of the Bombay and

C.P. factories more than 50 per cent. of the total employment was found to consist of female labour. Still no maternity benefits had been paid in any of the factories. The fact that workers are employed in these factories only for 4 or 5 months continuously was largely responsible for this. But it was also stated that women were dismissed at the first sign of pregnancy. The case of the ignorant and illiterate employer who pre-dominates in the ginning industry deserves special mention. He manages the factory himself without being aware of the provisions of any of the Acts. In most of the factories such employers expressed considerable surprise when they were told that women workers were legally entitled to maternity benefit. The employers have been abetted in their desire to show scant respect to law by the imposition of ridiculously small fines in cases of successful prosecution by factory inspectors.

CHAPTER II.—C. P. AND BERAR AND KHANDESH

The cotton ginning and baling industry of India is mainly concentrated in the black-cotton soil region and areas adjacent to it. As has been stated earlier, the ginning and baling season is entirely dependent upon and follows the cotton-growing season. The Central Provinces and Berar have been grouped together with Khandesh (Bombay), because of the coincident cotton-growing season in the whole of the area. This season commences in the second week of October and lasts till the end of June. This, of course, is the normal period but there are occasional variations, and adjustments become necessary if the crop is ready before time or is delayed. Apart from the reasons of coincident season and geographical compactness, there is a third and, from the standpoint of this enquiry, the most important reason for such grouping, *viz.*, similarity in the conditions of labour.

The Central Provinces and Berar factories alone provide employment to about 30,000 workers daily. Of the 40,000 workers employed in the Bombay factories, 15,000 (approximately) are employed in Khandesh. This would put the total average daily employment in the whole of the area at 45,000. In the C. P. and Berar this industry is of particular importance, in so far as it provides work to about one-third of the total industrial labour of the Province. The factories are scattered all over the area and the only consideration guiding the selection of a site is the availability of transport facilities. The important centres are Buldana, Khamgaon, Akola, Amraoti, Wardha, Nimar and Nagpur, of which all except Nimar were visited for the purposes of the present enquiry. In Khandesh, the main centres are Jalgaon, Chopda, Chalisgaon, Pachora, Dhulia, Dondaicha and Shahada. The present *ad hoc* survey was conducted in four of these centres, *viz.*, Jalgaon, Chalisgaon, Pachora and Dhulia. In the whole of the area, 560 factories were working and of these 98 (or 17.5 per cent.) were surveyed, and 7,803 workers (or 17.3 per cent. of the total number of workers employed daily) were covered.

I.—Employment.

The total average daily employment in the cotton ginning and baling factories in this area is appreciably lower at present than what it was even as far back as 1929. In the Central Provinces and Berar, 37,409 workers were employed in 1929. The figure for employment in 1943, was 26,324. In Khandesh, about 17,000 workers were employed in the ginning and baling factories in 1929. The figure had gone down to about 15,000 or even less in 1943. A number of factories have had to remain closed for long in the course of the present war. A veritable slump set into the industry in 1942 when the effect of the stoppage of exports to Japan was seriously felt. It was only by " pooling " that the factories were able to avoid incurring loss. The pool arrangements as has been pointed out earlier, affect the total employment

figures adversely. Figures for employment in the 98 establishments investigated are given in the following table :—

TABLE 3.

Volume and Nature of Employment.

		Number.	% of total.
I.	Total Number of Workers	7,803	100·00
	Piece-rate Workers	1,652	21·17
	Time-rate Workers	5,601	71·78
	Unclassed Workers	550	7·05
II.	Workers employed and paid directly	1,726	22·12
	Employed and paid by contractors	5,417	69·42
	Employed through contractors but paid directly	110	1·41
	Workers whose mode of payment is not known	550	7·05
III.	Males	3,872	49·62
	Females	3,931	50·38

The 56 gins and 42 presses visited employ 3,872 men and 3,931 women. Over 70 per cent. of the total number of workers, or almost all workers in the presses and many in the gins are employed and paid by the contractors or merchant. Only in one concern at Shegaon, there was no contract labour and all workers were employed and paid directly by the Company. In three factories at Akola and two factories at Dhulia, contractor's labour is employed both in the gin and the press, the management being responsible only for the payment to its salaried staff.

In a prosperous centre like Khamgaon the maximum number of workers employed in any single ginning factory was 387 (257 men and 130 women), and the minimum 43 (22 men and 21 women). The average number of workers per ginning factory was found to be 130 (50 men and 80 women). In the presses, where usually the contractor employs his men and women, and pays wages per bale, the maximum number of workers employed in any factory was 100 (80 men and 20 women) at Khamgaon and minimum 56 (30 men and 26 women) at Digrus. The average daily employment in the press factories was found to be 80 (60 men and 20 women). It appears from the above that the number of workers in a gin is nearly double that in a press. Of the total number of workers viz., 7,803, nearly 10 per cent workers consisted of the salaried mechanical and office staff, the rest being ordinary labourers on daily wages. No children were employed in any of these factories.

Nature of Employment.—In the Central Provinces and Berar as well as in Khandesh, all the factories are seasonal in character. In these factories there is a maximum pressure of work during the season, moderate work for a part of the year and they are completely closed in the off-season. In Hubli in South Bombay, on the other hand, the factories are open throughout the year, there being maximum work during the season and intermittent work for the rest of the year. In the seasonal factories in the Central Provinces and Berar, most of the monthly-paid workers are temporary and employed for the season only while in Hubli such workers, though temporary, get employment almost throughout the whole year. Nearly 60 per cent. of the workers are employed on daily wages. In most of the presses, work is given out on contract. Tentative contract rates are fixed in the beginning of the season but these rates are usually revised at the end of the season when the accounts are settled. There is no possibility of extending the period of work in the factories which do only ginning and pressing. The permanent mechanical staff in many factories practically remains idle after doing the work of repairing

overhauling etc. At present, when there is a great demand for labour, all workers (both male and female) get some sort of employment in the off-season in the P.W.D., grass and wood-cutting, fruit-selling, domestic service, and agriculture. Some are absorbed in cottage industries, e.g., *bidi* making in Yeotmal district. It is only in some of the factories that the skilled workers are retained even during the slack season. In a couple of factories, however, a change of policy has occurred and the technical staff is now recruited on permanent basis. In one factory, the engineer used to be given Rs. 70 p.m. for the 6 months of the active season and for the other six months, i.e. in the slack season, Rs. 40 p.m. Only from this year, which is the thirty-fifth year of his service, will he be given Rs. 70 p.m. throughout the year. Some of the skilled workers, when thrown out of employment, resume their own private businesses, such as manufacturing tins, repairing umbrellas, hand-weaving, cart-driving etc. The proprietor of one factory advanced small loans to some of its workers to enable them to engage in vocations like fruit-selling and hawking. In the case of factories having oil-milling or textile sections, the gin and press workers get a chance of employment only to a limited extent in such sections. There an altogether different set of workers is employed perennially or on *badli* system.

Length of service.—Data regarding the length of service of operatives could be collected from 27 concerns only and are given in the table below. These refer only to the staff, both skilled and unskilled directly employed by the factory. There seems to be a statistical flaw in the mode of keeping such records ; for the services of the seasonal staff also are counted as continuous, if they worked in all the successive seasons. The yearly gap of 4 to 6 months in their services is not taken into account,

TABLE 4.

Length of Service of Workers Directly Employed by the Concerns.

Unit No.	Length of Service in Years.				
	0—1.	1—5.	5—10.	Over 10.	Total.
20	3	24	..	..	27
21	8	5	3	5	21
22	11	11	..	..	22
23	2	4	5	10	21
24	5	6	3	2	16
25	8	3	6	2	19
26	12	..	..	..	12
27	6	11	..	..	17
28	12	6	8	..	26
29	14	21	..	..	35
30	3	22	1	..	26
31	12	8	4	10	34
32	16	28	..	..	44
33	20	1	1	..	22
34	20	1	1	..	22
35	3	12	1	..	16
36	4	8	2	1	15
37	10	4	8	2	24
38	5	2	3	3	13
39	..	6	2	3	11
40	3	5	2	..	10
41	8	6	..	5	19
42	21	2	2	..	25
43	8	1	1	1	11
44	9	8	..	..	17
45	2	5	1	..	8
46	10	13	3	4	30
Total ..	235	223	57	48	563
% ..	42	40	10	8	100

In spite of the comparatively long existence of these factories, about 40 to 50 years, it is interesting to note that only 8 per cent. of the workers have over 10 years of service to their credit. They are mostly the manager, the mukadam, the engineer and the boiler-attendant, although there may be some stray cases of an engine-driver, carpenter, cobbler etc. also sticking to the same concern for a long period. The migratory section of workers which is nearly 82 per cent. of the total, consists mostly of watchmen, firemen, oilmen, coalmen, etc. Their work involves little or no skill. Better remuneration and the possibility of getting a job for a longer period tempt them to mope from one factory to another. Those having over 5 years' service are 18 per cent of the total number of monthly-paid workers and those between 1 to 5 years are 40 per cent. In practice, if a worker is honest and sincere, he gets the first chance of re-employment every year. This is equally true in the case of ordinary workers, who are given preference by their contractors or by gangmen, especially in the press factories. These press contractors employ their men because it is only with the help of such trained workers that they are able to finish their work early and earn profits. As many as 42 per cent. of the total workers have less than one year's service to their credit. These low-paid workers are at present forced to migrate to various urban centres and military area.

Classification of Workers as Permanent and Temporary.

Due to the peculiar nature of work in these factories, workers are mostly employed on a temporary basis (on daily wages or on seasonal basis, i.e., either paid monthly during the season or given a lump sum for the whole season). For example, in 5 factories, all workers were found to be temporary,—even the manager and engineer are employed for the season only. There are nearly 9 factories in which only the manager is permanent, and 2 factories in which only the engineer is permanent, while in 9 factories both engineer and manager are permanent. In the bigger firms, owning a couple of factories or more, usually one set of mechanical workers is employed on a permanent basis. There are no hard and fast rules as regards the rights and privileges of permanent and temporary workers as regards leave, dearness allowance etc. In some of the better organized firms casual leave with pay is granted both to the permanent and temporary staff at the discretion of the manager or agent. In the slack season, which lasts for nearly 4 months, the permanent or yearly paid workers are allowed to take one or even 2 months' leave provided the factory is completely closed and there is no work for them. In the case of monthly-rated workers, working during the season, absence up to a week is permitted and wages are not deducted for such absence. In practice, however, the employees are entirely at the mercy of their superiors for all such concessions. In factories owned by Volkart Brothers sick leave rules for up-country staff are as follows :—

TABLE 5.

Paid Sick Leave in Volkart Bros' Factories.

	Length of Service in years.	Length of Paid Leave in a year.
Permanent Staff	0—1.	Nil.
	1—5.	Two weeks.
	Over 5.	One Month.
Temporary	First Season.	Nil.
	1st—5th Season.	6 days.
	Over 5 Seasons.	10 days.

This firm grants casual and privilege leave also, though only to its permanent employees. Thus, these workers who have one years full duty to their credit

are granted 15 days' leave with pay at the end of the year. This period is extended to 3 weeks in the case of employees whose length of service exceeds 20 years. In Savatram Ramprasad Mills at Akola only permanent workers get two days' casual leave per month or 24 days per year, which can be accumulated for 3 years. They also get dearness allowance according to the index figure declared from time to time by the Bombay Millowners' Association. Similarly, they get bonus as declared from time to time. In Shri Laxminarayan Mills Co., Ltd., the permanent staff gets dearness allowance and bonus as declared from time to time, and 15 to 30 days' leave in a year. Of course, the permanent hands here, who alone enjoy these privileges, consist mostly of office staff, the factory manager and a few, if any, permanent mechanical workers.

Labour Turnover and Absenteeism.—It is very difficult to obtain accurate statistical information as regards labour turnover and absenteeism in such seasonal factories. The intermittent nature of employment and the increased cost of living force the labourers to move from one industry to another or from one locality to another. The labour turnover is generally greater in the case of oilmen, firemen, coalmen, coolies and such other semi-skilled workers; and less in the case of engineers, managers, blacksmiths etc. As the factories are working three or four days a week only, the problem of absenteeism is not so important. Further, though according to the Factories Act it is incubbent upon the managers to keep a register of all the workers in the factory compound, they are generally found not to be very particular about this, and hence it is impossible to estimate the extent of absenteeism. The main reason for this indifference is that most of the workers are no in the direct employ of the factories but in the employ of the merchants and contractors.

Standing Orders.—The smaller establishments have no written orders governing the relations between employees and the employers. In the bigger firms some Standing Orders have been formulated, but, in general, the manager or the agent is given wide discretion as to their interpretation. The result has been that even in the units of the same firm, questions as regards leave etc. are treated differently.

Recruitment.—*Mukadams* or contractors are usually employed by the factory owners and merchants for recruiting labour and for supervising their work. These contractors are also required to pay their workers and undertake other responsibilities regarding labour. Every year in the beginning of the cotton season before the factory starts working, the management inform the *mukadam* as to their requirements of labour and the *mukadam* holds himself responsible for its supply in time. Before the war, recruitment was made at the factory gates as there was no dearth of labour. In the baling factories the situation is different. Baling is done on contract and it is entirely the concern of the press contractor to get his labour. In practice, the press contractor is the leader of a band of 20 or 30 workers and works with his team in three or four neighbouring factories.

It will be seen that nearly 50 per cent. of the workers are recruited by contractors or *mukadams*. In a sense, at least in the smaller firms, there is no *legal* contract as there is no indemnity bond or deposit or any other deed, and so the employer is free to dismiss the contractor and the contractor is free to dismiss his men, as also to give up the contract at any moment. In the bigger firms, the contractors have to enter into regular agreements and sign deeds which, in more important cases, are registered. From the point of view of the employer the contract system is advantageous as it absolves them of the work of recruiting, supervising, and paying the workers. They are generally found reluctant to take the responsibility of observing the provisions of law

and, therefore, prefer contract labour. As regards the recruitment of semi-skilled labour, a new worker who comes for a job is required to undergo a test and is appointed by the engineer if found satisfactory. Of course, the older hands get preference every year. Unskilled and semi-skilled hands are recruited from the adjoining areas. Only skilled hands like engineers, mechanics, cobblers, etc., are imported from distant places. To such of the workers as are imported by the factory owners travelling allowance is paid.

Miscellaneous.—Most of cotton ginning and baling factories are small units and, therefore, one cannot expect them to employ labour officers to look into the grievances of their employees. Even bigger firms, like Volkart Brothers and Ralli Brothers do not employ such officers. It would appear that in most of the factories, the interests of labour, particularly of contract labour, go by default.

II.—Wages and Earnings.

It has been stated above that more than half the total labour is employed by contractors. Such labour is, at present at any rate, at par with or even better than the directly employed labour so far as wage rates are concerned. On the other hand, in regard to matters like over-time pay, dearness allowance, bonus, etc., contract labour was found to be at a disadvantage. In the period immediately preceding the war, wages were determined more or less by competition ; but when war started, the additional demand for labour on the part of the C.P.W.D. and the Military absorbed a considerable part of the available labour supply with the result that the industry has felt some shortage of labour. It was due to this that wages gradually increased as the war progressed. The wage level in this area, however, is on the whole, lower than in Sind and the Punjab.

Wages of ordinary labour as well as the contract rates are determined after comparing the wage rates in other factories in the same locality. In some factories, the contractor (or *mukadam*) is paid an advance and at the end of the season, when accounts are settled, he is paid the balance after calculating on the basis of current rate. In some factories, the system is fix the contact rates at the end of the season in consultation with other employers. The contractors engage different types of unskilled labour on piece-rate basis, which is directly related to their own rates. Generally, the contractors retain the residue of earnings after the wages of their employees are paid out. Sometimes however, the *mukadam* is a paid agent and the piece-rate workers merely work under his supervision. The contract rate (as well as the piece rate) in the gins is so much per " beja " (load of cotton of about 14 maunds) and in the press, it is so much per bale or 100 bales. In addition to the contract rate, the contractor also gets separate remuneration from the merchants for cleaning, mixing, making the cotton loose picking the yellow stains, heaping, number marking etc. Most of the workers in gins are employed on a daily basis and almost all in the presses are employed on piece basis. Only the clerical and mechanical workers are employed on monthly wages. In the press factories, workers work in teams, and normally from 100 to 150 bales are pressed in a day.

though the maximum can be as high as 175 or 200. Naturally the earnings of the workers depend upon their efficiency and the contract rates. The higher the latter, the greater their chance of getting better wages. In the pre-war period the contract rate was between Rs. 23 and Rs. 35 per 100 bales ; at present it is between Rs. 40 and Rs. 58. The contractor in his anxiety to earn large profits employs ingenious devices to deceive his ignorant colleagues. For example, one contrator at Khamgaon deducted a part of the amount as charges for keeping accounts, while another collects a *mukadami* (here, at tip to the mukadam) at the end of the season from every worker, at the rate of Re. 1 or Rs. 2.

The mechanical workers at present earn between Rs. 21 and Rs. 55 p.m. excepting the engineer, who gets between Rs. 112 and Rs. 119 p.m. From the available pre-war monthly wage-rates of some of these workers, we can see that the percentage rise in wages is between 40 and 50. It must be pointed out here that the incomes of the same type of workers differ from not only district to district but from factory to factory, according to size and ownership of concerns. For example, one engineer in Ralli Bros' factories at Amraoti gets Rs. 243-5-0 p.m. and another in the same firm at Khamgaon gets Rs. 123-2-8. The earnings of one fireman at Amraoti are Rs. 50-5-0 p.m. ; those of another at Akola are Rs. 27-10-6 p.m. A Volkart Brothers' engineer at Nagpur gets Rs. 255 p.m. ; another under the same firm at Khamgaon gets Rs. 135 p.m. The variation in wages is thus very great. It would appear that there are no definite principles in determining wages. In practice, generally speaking, in the case of unskilled labour it is merely the physical capacity of the individual worker, and in the case of other categories of workers, it is skill and experience which are the main determinants.

The rates of wages paid to the various categories of unskilled labour in the centres selected are given in the table below :—

TABLE 6.

Daily Wages of Unskilled Workers in Ginning Factories

	Nagpur, Wardha.	Amraoti.	Yeotmal.	Akola.	Buldhana.	East Khandesh.	West Khandesh.
Mukadam ..	1 1 0	(a)	0 14 0	(a)	(a)	(a)	(a)
Mukadami ..	0 7 9	0 7	0 0 14	0 0 11	3 0 10	3 1 0	0 0 11	0 0 10 6
Gin-feeders ..	0 6 9	0 5	0 0 6	0 0 7	6 0 6	6 0 9	6 0 7	6 0 8 0
Relievers ..	0 7 0	0 5	0 0 7	6 0 7	6 0 7	6 0 10	6 0 8	0 0 8 0
Sweepers ..	0 6 0	0 5	0 ..	0 7	3 0 7	3 0 8	6 0 7	3 0 8 0
Cotton-seed pickers	0 6 6	0 7	3 0 6	3 0 6	3 0 7	0 0 9	6 0 8	0 0 8 0
Kapas pickers ..	0 6 9	0 8	6 0 8	0 0 7	0 ..	0 8 6	..	..
Kapas carriers ..	1 0 9	1 0	0 0 14	0 0 14	6 0 14	6 1 3	0 1 1	0 1 0 0
Gunnybag-fillers ..	0 14 0	0 10	6 0 12	9 0 11	9 0 11	0 0 13	0 1 0	0 1 15 0
Cotton-carriers ..	0 9 3	0 9	6 0 10	0 0 12	6 0 9	9 1 0	0 0 14	3 0 15 0
Cotton-seed carriers	0 9 6	0 12	0 0 9	0 0 12	6 0 15	0 0 15	0 0 9	6 0 14 6

(a) The *mukadam* in these places retains the residue after paying out the unskilled workers under him. Hence no definite figures are available.

The following table shows the wages of unskilled workers (engaged under contractors) in the baling industry :—

TABLE 7.

Wage Rates (per 100 bales) for Contract Labour in Press Factories (C.P. and Berar, and Khandesh).

Factory No	3	9	13	15	16	20	21	22	23	27	28	29	31	32	33	41
Contract rate (in Rs.)	56	40	42	36	50	42	45	40	41	45	(a)	45	44 6 0	45	42	37
Labatia (Lashers)	1 4 0	0 12 0	1 12 0	1 4 0	1 8 0	1 10 0	1 12 0	1 4 0	1 4 0	1 6 0	1 6 0	1 8 0	1 6 0	1 6 0	1 6 0	1 8 0
Toleu ajas (weighers)	1 2 0	(a)	1 6 6	1 4 0	(a)	1 2 0	1 5 0	1 0 0	1 0 0	1 2 0	1 2 0	1 4 0	1 4 0	1 4 0	1 4 0	1 0 0
Bale Sewers	1 2 0	0 12 0	1 6 0	0 12 0	1 4 0	1 8 0	1 5 0	1 4 0	1 4 0	1 6 0	(a)	1 8 0	1 12 0	1 10 0	1 12 0	1 12 0
Gunnybag cutters	0 14 0	(a)	1 1 0	(a)	1 2 0	1 0 0	(d)	(a)	(a)	1 0 0	0 12 0	1 4 0	(a)	1 2 0	1 2 0	(a)
Gunnybag fillers	(a)	0 10 0	1 3 0	0 14 0 0 12 0	1 2 0	1 0 0	1 0 0	0 14 0	0 14 0	(a)	0 12 9	1 4 0	1 2 0	1 2 0	1 2 9	0 12 9
Palewalas	0 14 0 0 10 0	0 8 0	(a)	0 9 0	0 9 0	(a)	(a)	0 12 0	0 12 0	0 12 0	0 14 6	1 0 0	1 0 0	1 0 0	(a)	1 0 0

(a) Information not available, or work done by some other worker.

Besides the unskilled workers engaged in temporary and seasonal jobs there are many skilled workers employed in almost every factory for the handling and repairs of complicated machines. The following table gives the average monthly wages for different categories of skilled workers :—

TABLE 8.

*Rates of Wages of Skilled Workers in Gins and Presses**

	Nagpur			Wardha			Amraoti			Yeotmal		
	Maximum	Minimum	Average	Maximum	Minimum	Average	Maximum	Minimum	Average	Maximum	Minimum	Average
Engineer	255	146	200 8	100	60	53 8	243 5	75	139 10	137 8	65	91 7
Boiler attendant	(a)	(a)	(a)	50	40	45	69	30	51 11	60	30	47 5
Fitter	69	27 8	52 3	60	55	58 6	70	50	59	60	20	48 13
Fireman	50	23	36 3	35	28	31 4	50 5	25	31 11	35	17	27 3
Roll-cutter	26	21 8	23 12	(a)	(a)	(a)	32	18	22 6	30	16	22 3
Cobbler	55	28	35 5	30	27	29	44	29 3	35	35	20	30
Carpenter	40	32	36	(a)	(a)	(a)	60	29	40	60	35	46 9
Oilman	24	18	21 2	23	19	20 3	37	16	21 11	22	15	19
Engine-driver	59 8	35	44 9	30	23	26 6	65	25	40 4	40	20	29 9
Blacksmith	55	40	42 8	60	35	45	50	29	37 3	38	25	30
Valveman	70	42	55 10	(a)	(a)	(a)	42	20	29	(a)	(a)	21 13
Finisherman	47 13	39 1	43 7	28	20	24	37 5	20	26 15	30	15	21 3
Half-pressman	(a)	(a)	(a)	25	23	24	(a)	(a)	45	35	16	24 1
Openerman	(a)	(a)	(a)	(a)	(a)	19	33	18	27	20	18	19
Manager	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	45	45	30	36 11

	Akola			Buldhana			East Khandesh			West Khandesh		
	Maximum	Minimum	Average	Maximum	Minimum	Average	Maximum	Minimum	Average	Maximum	Minimum	Average
Engineer	302	85	148	150	55	120 6	78	52	66 11	(a)	(a)	100
Boiler attendant	46	40	42 3	60	27 10	49 10	70	50	55 6	60	45	55
Fitter	86	35	55 4	70	26	45 9	68 12	34	51 12	75	39	58
Fireman	50	24	34	37	25	29 3	40	24	32 4	40	22	30
Roll-cutter	25	18	21	24 6	21	22 14	(a)	(a)	(a)	27	22	24
Cobbler	50	25	32 5	40	25	32 4	45	21	32 7	40	26	30 3
Carpenter	53 12	30	40 8	50	35	40	(a)	(a)	40	50	40	45
Oilman	25	18	20 10	25	20	22 8	28	21	24	30	19 8	23 8
Engine driver	50	26	37 8	55	25	36	38	25	33	40	25	33 2
Blacksmith	35	21 4	29	50	35	42 5	55	38	47 8	(a)	(a)	(a)
Valveman	43 12	23	31	30	24	27	32	28	30	28	25	26 8
Finisherman	42	18	23 3	28	22	25 15	(a)	(a)	(a)	(a)	(a)	25
Half-pressman	(a)	(a)	22	30	26	27 15	(a)	(a)	(a)	(a)	(a)	27
Openerman	27	23	25	26	22	23 11	(a)	(a)	(a)	(a)	(a)	22
Manager	86 4	34	51 6	52	25	44 7	83	25	52 2	90	37	55 8

* Figures are in Rupees and Annas.

(a) Information not available, or this type of worker was not in employment at the time of investigation, or the work was done by another type of skilled worker.

Dearness Allowance and Bonus.—In a number of factories the practice is to pay consolidated wages and, therefore, a separate dearness allowance is not shown. On the other hand, in some factories, such as Volkart Brothers Ltd. at Amraoti and Laxmi Narayan Mills Ltd. at Chalisgaon, there is a regular system according to which dearness allowance is paid to workers. It was also noticed that in certain factories dearness allowance was paid at the discretion of the owner, the amounts varying from Rs. 2 to Rs. 30 p.m. In another factory, dearness allowance has been related to the Bombay Millowners' Association's cost of living index. The following table gives the typical rates of dearness allowance paid in one of the factories surveyed.

TABLE 9.

Dearness Allowance.

Pay per month.	Dearness allowance.
	Rs. per month.
Upto Rs. 60 p.m.	15
From Rs. 60 to Rs. 125 p.m.	20
From Rs. 125 to Rs. 200 p.m.	25
From Rs. 200 to Rs. 275 p.m.	30
Above Rs. 275	35

Only in 32 out of 98 factories surveyed was any dearness allowance paid. In all 284 or about 25 per cent. of the monthly-paid workers were entitled to separate dearness allowance. Of these, only 27 got Rs. 15 p.m. or more as dearness allowance.

Bonus is paid in 19 factories at the discretion of the management and is dependent upon the accrual of profits. In 11 of these factories all workers—whether permanent or temporary ; skilled or unskilled—were entitled to bonus ; but in the remaining 8, bonus was paid only to the permanent staff. The amount of bonus paid differed from factory to factory, but in most cases it was equal to one month's salary.

Overtime, etc.—There is very little overtime working in ginning and pressing factories. When the season is in full swing all the factories have maximum work. The head office or the merchants concerned ask for an immediate delivery of cotton bales at any cost as they are keen upon taking full advantage of the fluctuating prices of cotton all over India. Sometimes at the time of boiler inspection the mechanical staff normally works even on holidays. For overtime work on holidays the mechanical workers, who are few in number, are paid one and half times the usual wage. However, the employers in certain factories extract work from ordinary labourers, to the extent of an hour or so, over and above the scheduled hours, without paying anything extra, by just manipulating the clock sometimes ! However, there is very little night work here. Only 5 out of 56 ginning factories are reported to have worked at night and there is no night-shift work in any of the 42 pressing factories. Only in big factories situated at important cotton centres like Amraoti and Khamgaon is work done at night. But such work is restricted, as it involves the employment of men who must be given double wages at higher rates than those of women working during daytime. There is no fine fund and no deductions of any sort in any factory except the contribution made to the Provident Fund by the permanent workers in one factory. In these factories the common period of wage payment is the week, 82 per cent. of the workpeople being paid on that basis. Nearly 18 per cent. of the workers are paid on a monthly basis. Ordinary labourers are paid every week, and the office staff as well as mechanical workers are paid monthly. But there are some cases of

permanent workers being paid on a seasonal or even annual basis.

Holidays.—As prescribed by the Factories Act, every factory is closed once a week either on Sunday or on the bazaar day, or on the rationing day. Nearly 64 per cent. of the factories are closed on the bazaar day and the remaining 36 per cent. are closed on Sundays. Sometimes it happens that 2 factories owned by the same management may be closed on 2 different days. For example, at Dhulia, Patuck Co's Gin Factory is closed on Sunday and the Press Factory is closed on Tuesday. In such an arrangement, probably the clerical staff does not get any holiday ! Sometimes in almost all factories the clerical staff is compelled to attend the office at least for half the day even on the declared holidays. Of couse, the monthly-paid workers automatically get a holiday on important festival days like Divali, Muharram etc. when the daily paid workers themselves remain absent as a result of which the factory cannot be worked.

III.—Working Conditions.

Shifts and Hours of Work.—In almost all the ginning and pressing factories the daily hours of work are 10. Only in 7 ginning factories, the hours of work are 9 and the total spreadover 13 hours. In all the pressing factories the working hours are 10, except in two where they are 9. There is an interval of one hour as rest period. Where only one shift is worked the arrangement of hours of work is as follows :—

(i) 7-30 a.m. to 12-30 p.m. ; 1-30 p.m. to 6-30 p.m.
or (ii) 7-00 a.m. to 12 noon ; 2-00 p.m. to 7-00 p.m.
or (iii) 8-00 a.m. to 1 p.m. ; 2-00 p.m. to 7-00 p.m.

As has been said above, night work is resorted to only in very exceptional circumstances, and that too only in the ginning factories. Pressing factories do not work at night. In the following table the hours of work and shifts in a few factories are given :—

TABLE 10.
Shifts and Hours of Work.

Factory No.	Name of the Group or shift.	Actual Working time.	Working Hours.	Total Spreadover.
6	A	6 a.m. to 8 a.m. ; 10 a.m. to 2 p.m. and 4 p.m. to 7 p.m.	9	13
16	B	6 a.m. to 10 a.m. ; and 12 noon to 4 p.m.	8	10
32	C	8 a.m. to 12 noon ; and 2 p.m. to 7 p.m.	9	11
17	A	6 a.m. to 8 a.m. ; 10 a. m. to 2 p.m. ; and 4 p.m. to 7 p.m.	9	13
18	B	6 a.m. to 10 a.m. ; 12 noon to 4 p.m. ; and 6 p.m. to 7 p.m.		13
	C	8 a.m. to 12 noon ; and 2 p.m. to 7 p.m.		11
28	A	6 a.m. to 7-30 a.m. ; 9 a.m. to 1 p.m. ; and 2-30 p.m. to 7 p.m.	10	13
	B	6 a.m. to 9-00 a.m. ; 10-30 a.m. to 2-30 p.m. ; and 4 p.m. to 7 p.m.	10	13
	C	6 a.m. to 10-30 a.m. ; 12 noon to 4 p.m. ; and 5-30 p.m. to 7 p.m.	10	13
	D	7-30 a.m. to 12 noon ; and 1 p.m. to 6 p.m.	9½	10½
40	A	6-30 a.m. to 9 a.m. ; 11-30 a.m. to 4 p.m. ; and 6 p.m. to 7 p.m.	8	12½
	B	6-30 a. m. to 11-30 a.m. ; and 2 p.m. to 6 p.m. ..	9	11½
	C	9 a.m. to 2 p.m. ; and 4 p.m. to 7-30 p.m.	8½	10½
34	A	7 a.m. to 9 a.m. ; 11 a.m. to 3 p.m. ; and 5 p.m. to 8 p.m.	9	13
	B	7 a.m. to 11 a.m. ; and 1 p.m. to 6 p.m.	9	11
	C	9 a.m. to 1 p.m. ; and 3 p.m. to 8 p.m.	9	11
	D	8 a.m. to 1 p.m. ; and 3 p.m. to 7 p.m.	9	11

The shifts are overlapping and multiple. In each of the factories, all the shifts in the column against them are working. Owing to the overlapping nature of the shifts, chances of the same worker working for the entire period of spreadover, contrary to the provisions of the Factories Act, are considerable.

Ventilation.—Despite the fact that a large number of windows are provided in the ginning rooms, the atmosphere in them is always laden with dust and cotton fibres which are injurious to the lungs. It is obvious that without making arrangements for draught ventilation, conditions would not improve. Not even in the biggest factories were workers provided with dust respirators. This dust trouble was, however, absent in the Double Roller ginning factories of Messrs. Volkart Brothers in which most of the processes had been mechanized.

Shelters.—No special shelters are provided for workers in any of the factories because most of the mechanical workers live in the factory compound and other daily-paid workers go for meals to their houses situated nearby. Others, living at a longer distance, are supposed to eat their bread under a tree or in the godowns or in the factory itself. Only in two mills at Khamgaon, temporary shelters about 8 ft. × 10 ft. of dirty old gunny bags were found erected, where women were supposed to eat their meals during the rest interval.

IV.—Welfare Activities.

In the Factory Inspector's Remarks Books repeated warnings are given for lime-washing and cleaning the factory and the laterines. Usually the space in the factory compound where cotton is piled up in a heap, is kept much more clean as compared with the inside of the factory proper. Many a time the factory and especially the latrines are profuse with dirt for which both the illiterate workers and the factory proprietors are responsible. There are no separate washing and bathing facilities in any factory. Near the factory a separate pipe connection is provided or a well is built where workers go for drinking and washing purposes. There are very few factories where even ordinary earthen pots are kept to supply water to the workers. In certain factories a separate worker is employed to serve water to the workers. However, in many factories, especially in the Central Provinces and Berar, certain amenities like free fuel and oil are provided to the mechanical workers living in the factory compound. In the same area, there is also the "*chowka*" system under which during the season boarding and lodging is free for the office staff and the merchants. In 16 of the factories surveyed, the engineer (or sometimes the manager) is given a servant or cook ; and in two others the engineer is given a servant's allowance. In one factory, all workers belonging to the mechanical staff gets free of charge, a pant and a shirt every year.

Medical Aid.—In some of the factories except one were there special medical facilities in the form of a dispensary or hospital. However, a first-aid box was found in every factory as required by the Act, which unfortunately in many factories was not used even in emergency cases due to the lack of a first-aider. Some proprietors or companies in urban or semi-urban centres, like Amraoti and Khamgaon, annually contribute to the local public or municipal hospital where the injured are sent for treatment. Only in one progressive factory, is there a system of paying the doctor's bills for treatment of sick employees. Elsewhere, payment is made for treatment of the injured only. In another factory, there is a regular dispensary for treatment of the sick and the injured.

Grain-shop etc.—Though there was no regular grain-shop in any of the factories, some proprietors used to buy *jowar* directly from the cultivators in order to supply to their workers (on credit) at controlled or even at lower rates. This practice has been recently stopped due to the introduction of rationing and control of the movement of foodgrains. In none of the factories is any facility available for the education of workers and their children. Also no creche is maintained though nearly 50 per cent. of the workers belong to the female sex.

V.—Housing.

As the bulk of the workers in these factories either belong to the local areas or come from adjoining villages, housing is not provided by the proprietors to their workpeople. Only in one factory six ordinary labourers were given material for erecting huts for themselves and were allowed to stay permanently within the factory compound. The other persons provided with housing accommodation, in almost all factories, are managers, clerks, mechanics, watchmen etc. Such among them as are temporary are allowed to stay during the season only. In three factories, however, all are allowed to stay during the slack season as well. Only the engineer and the manager are provided with two or more rooms. while the clerks, mechanics etc. are given one room each in *kaccha* built houses or in separate tin sheds or bamboo huts. Generally all workers provided with free quarters also get free oil and fuel. But in 8 gin and 5 press factories, only the engineer and the manager were given this concession of free fuel and oil. Only in one factory, 5 persons of the office staff were provided with rooms for which a nominal rent of Rs. 2 p.m. is charged.

VI.—The working of Labour Acts.

The Payment of Wages Act was generally observed in all the factories in so far as wages were paid in time without any illegal deductions being made therefrom. In some factories, however, payment to some of the workers was made on a seasonal basis though money was advanced to them according to their requirements. Pay-rolls in a number of factories were rather defective and, therefore, checking was not possible. The Workmen's Compensation Act was found working better here than in most of the other areas where our investigations were carried out. This was obviously due to the fact that in 22 factories workers had been insured against accidents. In these factories the management helped the worker to recover compensation. In other factories, however, things were much the same as elsewhere in India. Even serious accidents, it was alleged, went unreported. The case of workers receiving only minor injuries deserves particular mention. It sometimes happens that the worker, while working at the opener gets his thumb or too injured ; but the injury is cured within the " waiting period " with the result that no wages are paid to him for the period of absence. Only in one factory it was found that the injured worker was paid wages even for the first seven days of his absence. As regards the Maternity Benefit Act, though the Act applies, its operation appears to have been infructuous, as women workers are dismissed at the first sign of pregnancy. Also, in most cases the qualifying period is not completed.

VII.—Accidents and Diseases.

So far as accidents are concerned, the danger spots in the ginning and pressing factories are the opener, the line-shaft alley and the press machine. The opener alone is responsible for half the number of accidents. The pity of it is that most of these accidents could be avoid by a somewhat careful supervision of the work of opener coolies. The ignorant worker uses his hand to insert cotton into the machine and sometimes his hand gets caught. If a small wooden rod were provided for this work, the frequency of such accidents would be reduced immeasurably. The line-shaft alley accidents, occur due to defective lighting and also due to the fact that the clearance between one wheel and another, or between the wheels and the wall of the room, is extremely inadequate. Movement in such conditions becomes hazardous and the cobbler who works in these rooms gets trapped. Such accidents, however, are few in number. As for occupational diseases, little positive information was available due to the absence of periodical or any medical examination of workers but we found an appreciable incidence of diseases like asthma and bronchitis. This, as has already been pointed out, is due to the fact that workers work in the ginning rooms in a dust-laden atmosphere without using dust respirators.

VIII.—Pooling System.

To avoid cut-throat competition and to concentrate production in a few factories, employers enter into what are called Pooling Agreements. Such arrangements are found in most places, e.g., in pressing factories at Amraoti, Akot, Khamgaon, and Dhulia. There is also a ginning Pool at Dhulia and another at Jalgaon. The success or failure of such agreements especially in the pressing factories depends upon their monopolistic position, because even a single powerful pressing factories depends upon their monopolistic position, because even a single powerful pressing factory outside the Pool can defeat its purpose. The Press Pool at Akola has an agreement under which Rs. 1|8|0 out of Rs. 9|1|0 (which is the pressing charge per bale) is paid into the Pool, As. 4 is paid to the local public school, and the balance is kept by the factory concerned as its net charge for pressing. At Khamgaon, according to the Press Pool agreement, 10 pies is paid as Municipal tax ; 6 pies as war-fund contribution, and Re. 1 as the share of the Pool which is subsequently distributed among the non-active concerns. Usually at the end of the season, fairly large amounts (e.g., Rs. 600) are paid in charity for education, health etc. At Dhulia, under the Gin Pool, out of a total ginning charge of Rs. 8|8|0 per *boja* of 14 maunds, Rs. 2 is contributed to the Pool, As. 8 to the merchant as rebate, and the balance of Rs. 6 is retained by the factory-owner. In the same place, under the Press Pool, Rs. 1|8|0 (out of the pressing charge of Rs. 7 per bale) is paid into the Pool.

IX.—Miscellaneous.

Labour conditions in these factories are not conducive to the formation of trade unions. The industry is seasonal, the work intermittent and the workers ignorant and illiterate. It is not surprising, therefore, that there is no union worth the name among the workers. There is a Khamgaon Ginning and Pressing Factories Labour Association, but it is almost defunct and is not recognized by the factory owners. The financial position of the workers has improved during the course of the war as most of the members of the family have found work in some capacity or other. This was also reflected in the fact that most of them were able to wipe out their debts. In a large number of factories, where the period of wage payment is one month, advances are paid to all workers every week. This saves the worker from getting indebted to unscrupulous moneylenders. Advances are made free of interest though in one factory interest at 4 per cent. is charged and no worker is allowed to borrow a sum exceeding 3 months' pay. In cases of sickness or marriage requiring large expenditure, some factories help their employees by advancing as much as Rs. 200, free of interest. The amount of loan that may be advanced depends upon the credit of individual workers. Similarly, while there is no regular pension scheme in any of the factories, a few pension-holders came to our notice. A benevolently disposed employer sometimes grants a small pension to such of his employees as have worked devotedly for a long period. An engineer who had worked all his life in one factory, was granted a pension of Rs. 50 p.m. In another factory a Mukadam who had worked for 30 years on daily wages was granted a pension of Rs. 5 per month. Provident Fund facilities are available only in Messrs. Volkart Brothers and there too for the permanent staff only. The worker contributes 5 per cent. 8-1|3 per cent. of his salary according as his wages are Rs. 30 p.m. or more. The firm contributes an equal amount though the worker is entitled to receive such contribution only after 15 years' of service.

CHAPTER III.—BOMBAY—Gujerat.

In this area 9 factories containing 8 gins and 7 presses were visited. Most of these factories have been working for a long time, 3 of them for over 50 years. Cotton is either brought in the market at Viramgam through brokers or is sent to the factories direct from the fields. None of the factories own

cotton-growing lands. In five factories cotton is ginned and pressed only on behalf of the merchants at fixed rates. In four others, cotton is ginned and pressed both on behalf of the merchants and for the factories. Cotton bales are sent mostly to the Ahmedabad textile mills. The cotton season in this area begins in February and ends by the end of May or the middle of June. The three main ginning and baling centres in this area are, Viramgam, Broach and Palej but there is a pool agreement among the factory proprietors only at Viramgam. In the 1945 season, ginning and pressing rates were fixed at Rs. 9|5|0 per *khandy* of 20 maunds and Rs. 10 per bale respectively. Out of this, Rs. 2 per *khandy* of cotton ginned or bale pressed was paid into the pool. The proceeds of the pool were divided amongst the parties to the agreement in a fixed proportion. The period of the Pool contract was rather long, being 11 years, and for that period it was irrevocable. The processes of production are akin to those obtaining in the C.P. factories. Only the loosening of cotton, which is done by human labour in some other places, is done here mechanically.

I.—Employment.

The 9 factories visited employ in an aggregate 1,109 workers daily and of these 65 per cent. are men and 35 per cent. women. The largest factory employs 193 males and 107 females, and the smallest 13 males and 107 females. Out of the 1,109 workers employed in all the factories, only 226 are paid monthly salaries. Others are all daily-rated workers though some may be paid monthly. Labour is not available in sufficient numbers locally at the three centres and is imported from the neighbouring districts. Even unskilled coolies in large numbers have to be brought from outside the factory towns. *Mukadams* and *Mukadamis* are responsible for recruitment, of contractors were paid directly by the management of the factory and the wage-bill was deducted from the sums payable to the contractors.

Length of Service.—Information regarding the length of service of operatives could be collected for the office and mechanical staff only. As regards others, especially the employees of contractors, no information was available. As the table below indicates, of the 226 salaried workers, nearly half had worked for less than 1 year in the same concern, and only 15.9 per cent. had worked for more than 5 years. In these factories, even the mechanical workers are employed merely for the season. It was also found that among those who had worked for long periods, a majority belonged to the office staff. Details as regards the length of service of operatives are given below :—

TABLE 11.

Length of Service.

Length of Service.	Unit. 1	Unit. 2	Unit. 3	Unit. 4	Unit. 5	Unit. 6	Unit. 7	Unit. 8	Unit. 9	Total	% of 226
Years—											
0—1	27	16	20	12	11	5	4	15	1	111	49·2
1—5	20	8	....	28	..	1	15	1	6	79	34·9
5—10	3	..	..	2	....	1	10	1	..	17	7·5
Over 10	3	2	..	3	..	3	3	5	..	91	8·4
								Total	..	226	100·0

Classification of Workers as Permanent and Temporary.—Such a classification obtains in all the factories. Nearly all the technical hands are employed only for the duration of the season. The stamp of permanency does not, however, carry with it any special privileges in a number of these factories.

Only in 3 factories a separate dearness allowance was paid to the permanent hands. This advantage was, however, set off by the temporary workers being paid increased wages. Leave was granted to all the workers at the discretion of the management. In 2 factories, bonus was given only to the permanent hands, but it was given to all the workers in a third factory. The following tables show respectively the number of permanent and temporary workers in each factory, and the occupations of such workers :—

TABLE 12.

Number of Permanent and Temporary Workers.

Factory Nos.	1	2	3	4	5	6	7	8	9	Total	% to the Total
No. of Permanent Workers.	9	4	5	4	Nil	1	3	4	1	31	13·7
No. of Temporary Workers.	44	22	15	41	11	9	29	18	6	195	86·3

TABLE 13.

Occupation and Number of Permanent Workers.

Factory Nos.	1	2	3	4	5	6	7	8	9	Total
Engineer	..	1	1	..	..	..	..	1	..	3
Manager	..	..	..	..	..	..	1	1	1	3
Clerk	4	3	2	4	..	..	..	..	..	13
Watchman	5	..	2	..	..	1	2	2	..	12

Miscellaneous.—In none of these factories was there any system of apprenticeship or graded promotion. It was, however, stated that increments were granted at the discretion of the management. Absenteeism was found to be negligible. The fact that housing accommodation at the factory was provided to a large number of workers who had been imported from outside was ostensibly responsible for this. Labour turnover was also low. Workers show a tendency to work in the same factory for the whole of the season. Moreover, the technical hands bind themselves under a contract to work for one factory throughout the season or else to give a substitute worker. The terms of the contract serve as standing orders, governing the relations between the employers and employees. The management reserve the right to dismiss any worker at any time without assigning any reason. The terms of contract are generally very unfair to the worker. According to these contracts no worker can leave the factory compound without the permission of his superiors. Secondly, if a worker leaves the factory in the midst of the season without giving a substitute, he has to defray the expenses incurred by the management in procuring the services of another person. Moreover, he cannot ask for a revision of his rates of wages. An acute shortage of labour is felt by these seasonal factories as a result of the absorption of almost the whole of local labour in the textile mills. It is natural that workers should prefer perennial employment in the textile mills to seasonal employment in the ginning and baling factories. The result is that whole gangs of workers have to be imported and large sums of money spent on travelling expenses.

II.—Wages and Earnings.

Rates of wages depend upon the supply of labour available locally at the beginning of the season. As the factories commence working one after another and the supply becomes short, wages tend to go up. And while workers

agree to certain rates in the beginning, the interaction of the forces of supply and demand forces the employer often to revise their rates. The rates of wages paid to different types of unskilled workers are given in the following table :—

TABLE 14.

Average Rates of Wages of Unskilled Workers.

Occupation.	Wages per day
Gins.	Rs. As. Ps.
Mukadam	1 11 0
Mukadami	1 2 9
Gin-feeders	0 10 0
Seed-pickers	0 11 3
Kapas-carriers	1 13 6
Cotton carriers	1 1 6
Cottonseed carriers	1 2 6
Presses.	
Pallewalas	1 12 0
Cotton carriers	1 9 0
Labariwalas	1 5 4
Tolewalas	1 2 8
Cotton pickers	0 11 3

As regards the skilled staff, it was possible to collect figures for wages paid in 1939 also. In the following table a comparison is made between the rates of wages paid in 1939 and those paid in 1945 :—

TABLE 15.

Average Rates of Wages—Skilled Workers.

Occupation.	Average Wages.						Increase %
	1939			1945			
	Rs.	As.	Ps.	Rs.	As.	Ps.	
Engineers	133	5	0	160	8	0	20
Boiler-attendant	40	0	0	57	9	0	44
Fitters	36	10	8	46	4	6	26
Firemen	26	0	0	45	6	6	75
Roll-cutters	15	0	0	24	0	0	60
Cobblers	36	10	8	54	2	0	48
Carpenters	33	5	4	56	0	0	38
Oilmen	14	5	4	30	0	0	109
Engine-drivers	25	0	0	44	10	0	76
Blacksmiths	34	5	4	46	13	0	66
Valvemen	20	0	0	31	8	0	58
Watchmen	10	0	0	25	13	0	158
Coalmen	18	0	0	27	8	0	53
Others	22	8	0	36	0	0	60

It may, however, be noted that the above table does not show all the earnings of the workers. Sometimes, at the end of the season they are given additional sums also. No records of soch payments were available. As for dearness allowance and bonus, it seems that only the permanent workers are entitled to these. An additional dearness allowance is given in almost all the factories though bonus is given only in four of them. Bonus is equal to one month's pay in most cases.

Most of the factories do not work overtime ; but where such work is done, no extra payment is usually made. The managers in some factories are illiterate and unaware of the law regarding overtime work. In a couple of factories, however, it was claimed that payments were being made for overtime at prescribed rates. No complaints were made as regards deductions, fines, etc. Wages are paid either daily or monthly or per season. Out of a total of 1,109 workers employed in the 9 factories surveyed, 262 (or 23.6 per cent.) were paid daily, 649 (or 58.5 per cent.) monthly, and 198 or (17.9 per cent.) per season. No payments are made weekly. Those who are employed on the seasonal basis, receive advances from time to time. Sunday is observed as a holiday in all the factories except in those at Viramgam. In this town rations are distributed on Tuesdays and therefore factories are also closed on that day. Other holidays, especially for festivals, are granted at the discretion of the management.

III.—Working Conditions and Welfare Activities.

Of the 9 factories surveyed, 6 worked one shift a day, and 3 two shifts. The hours of work in the day shift where from 8 a.m. to 7 p.m. with an hour's rest between 1 and 2 p.m. In two factories, the night shift began at 8 p.m. and ended at 7 a.m. with a rest interval of one hour between 1 and 2 a.m. In the third factory the night shift began one hour earlier, but the total hours of work were the same. No overlapping shifts were worked in any of these factories. Arrangements for ventilation and lighting were found to be fairly satisfactory. No shelters were provided for the use of workers. Water for drinking purposes was kept in earthen pitchers. Latrines and urinals were found to be either insufficient or unclean. As regards medical aid, at Viramgam there is a charitable dispensary in the town which is open to all. People are given free medical help. This dispensary is run with the monetary help of the proprietor of one of the 3 factories. Similarly, there is a free municipal dispensary at Broach and the workers take advantage of this. But sometimes, in the case of one factory, the sick workers' bill is paid by the company. So far in this season only one *Mukadam's* bill of Rs. 8|6|0 was paid by this company. There is, however, no medical help of any sort in the case of two factories. Only in one factory, free medical help is given to all. Besides this there are no welfare activities of any sort in any of these factories.

IV.—Housing.

The proprietors of big factories especially at Broach and Palej, who import many labourers, are forced to make some provision for their housing. Excepting some of the mechanical workers, all are dumped together in temporary erected single-room dingy tenements. Generally the practice is to give one room to a family. But 4 or 5 ordinary workers are sometimes made to stay in small room, where even a couple of men would cause crowding. Arrangements for lighting and ventilation are deplorable in these rooms. In spite of the Factory Inspector's repeated remarks, no tangible improvement has been effected in these quarters. In the case of 3 factories housing is provided to 20 persons. In two factories the engineer is provided with a separate block of 4 rooms. In two other factories large tin sheds have been partitioned to provide accommodation to about 75 workers. Apart from these, there is a large number of temporary huts erected to provide living space to about 200 coolies. The general appearance of these quarters and the sanitary conditions in and around them are, to say the least, most deplorable.

V.—Miscellaneous.

The provisions of the Factories Act are not being observed scrupulously in any of the factories, and the most commonly disregarded are the provisions with regard to sanitation and hours of work. The way in which the registers

are maintained is also defective. The Papment of Wages Act requires the maintenance of pay-rolls in prescribed forms but in some factories it was found that the requirements of law in this regard were being disregarded. The employment of workers on a seasonal basis under strict contracts is itself objectionable, but more so is the withholding of their wages until the end of the season. Only small advances are made to them twice or thrice a month. It is not wholly impossible that the ignorant, illiterate workers are cheated of a part of their earnings at the time of accounting. Five factories were insured with private concerns against employment injury. The operation of the Workmen's Compensation Act in other concerns appeared to be infructuous in so far as no compensation has been paid to anyone in the course of the past five years. Of course, it was claimed that no accidents had occurred in that period. No cases of occupational diseases were reported. Workers were not indebted either to moneylenders or to factories. In times of emergency, factories advanced small sums of money to their employees and recovered the amount in instalments. No interest was charged for such advances. There was no arrangement for provident fund facilities in any of the concerns. Only in two of them it was found that such employees of the firm as retired after a long period of service were paid sums of money as gratuities at the discretion of the management. Thus, in one factory when an engineer died after 25 years of continuous service, his family was given Rs. 1,000 as gratuity. There were half a dozen other cases in which also a gratuity had been paid.

CHAPTER IV.—BOMBAY—Hubli.

What distinguishes the cotton ginning and baling factories in this area from those elsewhere in the country is their perennial character. There is, of course, an active ginning season corresponding to the cotton season of the area—March to August,—but while there is maximum pressure of work in these months, the factories continue working, sometimes intermittently in other months also. Obviously, suitable climatic conditions are responsible for this. There is also the fact that the rich cultivators of the area store raw cotton for some time and sell it only when the prices show an upward trend. Nor is the quality of the crop affected in any way even if it is stored for a couple of years The worker is benefited under these conditions, as he gets employment for a longer period than is possible in factories in other areas. The types of workers employed here are the same as elsewhere, viz., engineers, fitters, boiler-attendants, cobblers oilmen, firemen, carpenters, drivers, valve-men, finishermen, opener coolies, kapas and cotton carriers, cotton pickers, etc. The processes of production described earlier need not be repeated here. Only the pressing process is less mechanized here. It is necessary to loosen cotton before pressing and baling. In the C.P. factories, this is done with the help of machines; but in Hubli large numbers of workers are employed to do the job. Probably this is due to the fact that the particular variety of cotton ginned here cannot stand machine loosening.

The factories in this area have entered into a pool agreement known as the Hubli Pressing Pool Agreement. According to this Agreement, each factory is to charge a standard pressing rate of Rs. 10|2|0 per bale. Of this As. 2 are given to charity funds, Rs. 2 to the pool and Rs. 8 are retained by the working factory. When the factory presses its own cotton, it pays Rs. 2 per bale into the Pool. Pool arrangements are entered into for a period of five years, capable of renewals subsequently.

I.—Employment.

In all, 7 gins and 6 presses in 8 factories were surveyed and the total average daily number of workers employed in all the factories was found to be 842. Of these 365 were men and 477 women, and apart from the mechanical staff numbering 106, the rest were employed on daily wages. The biggest

factory employed 186 workers, consisting of 53 males and 133 females. The smallest employed 18 males and 2 females. An important point to be noted in the connection is that the dealer-merchants employed all the unskilled workers and the factories employed only the technical staff. The employees of the merchants are known as *Pallewalas*. In most factories there was contract labour.

Length of Service.—Information regarding the length of service of the employees of merchants could not be collected due to absence of records ; but such information was supplied by 7 factories, though only in regard to their direct employees. 54 per cent. of workers in these 7 factories had worked for over 1 year and 21.5 per cent. had put in over 10 years' service in the same concern. The following table gives details in this regard :—

TABLE 16.

Length of Service.

Length of Service in years.	Unit. 1	Unit. 2	Unit. 3	Unit. 4	Unit. 5	Unit. 6	Unit. 7	Total	% of total
0—1	9	5	8	1	1	..	21	45	46
1—5	3	3	2	3	2	1	7	21	21·5
5—10	3	..	..	1	6	..	..	10	11
Over 10	5	..	..	2	6	6	2	21	21·5

Classification of Workers.—All the employees of the merchants are regarded as temporary for all practical purposes. It is only in the case of technical men that this classification obtains. It was found that out of a total of 106 workers belonging to this category, 73 or 68-8 per cent. were permanent. However, it was only in 4 factories that confirmation in service gave title to any extra privileges. This was especially so in one factory, where permanent men got 21 days' leave with pay annually, a gratuity after 25 years' service and a dearness allowance equal to 25 per cent. of their wages. When large profits accrued, they were given some bonus also. In other factories, permanent workers alone were entitled to bonus and emergency leave.

Recruitment.—As has been said above, nearly all the unskilled labour is employed and paid by contractors and, therefore, the management of the factory does not bother on this account. In the days before the war there was an abundance of labour, as men from the neighbouring famine areas used to flock this side. In recent years, however, things are different, and due to the migration of a large number of workers to military centres, the industry feels handicapped by labour shortage. Even at the present moment the problem is not acute and with some effort labour can be recruited locally. Very few persons are brought from distant place but those that are so imported are paid a travelling allowance.

II.—Wages and Earnings.

Wages for the different categories of workers have become more or less standardisd and wage-differentials for the same occapation have been eliminated. Rates for skilled workmen, however, differ from factory to factory. There are no objective criteria for fixing these rates, and market conditions alone determine them. The following table gives the rates of wages paid to various categories of labour.

TABLE 17.

Rates of Wages at Hubli.

Occupation.	Average Wages.
Monthly.	Rs. As. Ps.
Engineers	135 0 0
Fitters	38 8 0
Firemen	28 0 0
Cobblers	33 0 0
Carpenters	61 0 0
Oilmen	21 8 0
Dirvers	28 0 0
Valvemen	30 0 0
Managers	52 0 0
Daily.	
Mukadami	0 14 6
Gin feeders	0 7 9
Sweepers	0 9 0
Seed pickers	0 9 0
Kapas carriers	1 4 0
Gunnybag fillers	1 3 3
Seed carriers	0 13 0
Opener coolies	1 2 0
Lashers I	1 14 0
Lashers II	1 6 3
Pallewalas (Male)	1 3 0
Pallewalas (Female)	0 11 0

The period of wage payment for unskilled daily rated workers is one week and for the technical hands it is one month. No complaints were made regarding delay in the payment of wages. Sunday is observed as weekly holiday in all the factories. In addition to Sunday, some festivals are also declared holidays. In one factory, all Bank holidays are observed.

III.—Working Conditions and Welfare Activities.

Hours of work in most of the factories are 10, the spreadover being 11 hours, as there is a rest interval of an hour's duration. Only in one factory, are the working hours 9. In another factory, the spreadover is 12 hours, because the rest interval consists of 2 hours. The shift begins at 8 or 8.30 in the morning and ends at 7 or 7.30 in the evening. No multiple or overlapping shifts are worked. Conditions as regards lighting, ventilation, congestion, etc., are very unsatisfactory. Apart from the ginning rooms and line-shafts which are lighted and ventilated very deplorably, there is another place in these factories which needs mention. In the godown where the cotton is loosened, large numbers of workers are employed and they work for long hours in an atmosphere full of cotton particles and dust. No factory has built shelters for use of its employees and workers either go to their places or sit in the open and eat their meals. As for welfare activities, the less said the better. No provision has been made for washing and bathing, canteens, grainshops, etc. More than that, no arrangements have been made even for medical aid in any of the factories, except one where the sick were attended to free of cost.

IV.—Housing.

It was found that in the factories surveyed only 20 persons—all belonging to the technical staff—had been housed. Details as regards housing and other facilities are given in the following table.

TABLE 18.

Housing and other Benefits Provided by Factories.

Factory No.	No. of persons provided with quarters.	Occupation.	Remarks.
1	1	Manager-cum-Engineer ..	.. Quarters, Oil and Fuel free.
2	2	One Engineer and one Fitter	.. Do.
3	1	Engineer	.. Do.
4	1	Engineer	.. Free quarters only.
5	1	Engineer-cum-Manager ..	.. Free qua ters, oil fuel and cook.
6	1	Manager	.. Free quarters and fuel.
7	6	Mechanical staff	.. Free quarters only.
8	7	Do.	Free quarters and fuel.

V.—Miscellaneous.

On the whole, the provisions of the various acts were being observed and even though over 80 per cent. of the workers were employed by contractors and merchants, no complaints were made as regards delay in the payment of wages. The operation of the Maternity Benefit Act, however, had been rendered infructuous (i) by the exclusion of women of child-bearing age, or (ii) by dismissing women at the first sign of pregnancy. In 6 out of the 8 visited, workers were insured with private insurance companies against accidents. The number of accidents occurring in these factories is negligible. In 1944, an accident occurred in one factory as a result of which the left hand of a fitter was permanently disabled. He was paid Rs. 441 as compensation. There is no system of advancing loan in any factory except in one where interest-free loans to the extent of Rs. 100 are given to needy workers. Provident fund facilities are not available anywhere, though a gratuity equal to six months' salary is given in one factory to such of the employees as retire after 25 years of service.

CHAPTER V.—MADRAS—Tirupur.

There are 178 cotton gins and presses in the Madras Presidency which come under the operation of the Factories Act of 1934. These concerns are distributed among the different districts as follows :—

Coimbatore	75	Anantapur	4
Ramnad	24	Salem	4
Tinnevelly	30	North Arcot	1
Bellary	21	South Arcot	2
Madura	11	East Godavari	1
Guntur	4	Kurnool	1

The size of the concerns, determined by the numbers of operatives, can be gauged from the fact that there are 23 concerns employing less than 20 persons ; 83 concerns employing between 21 and 50 persons ; 44 concerns employing between 50 and 100 persons ; and 23 concerns employing more than 100 persons. The total daily average number of workers employed in the year was approximately 11,230 in 1943 for all the concerns in the Province. The total daily average number of workers (5,450) employed in cotton gins and presses in the Coimbatore District alone constitutes nearly half of the total number employed in all the gins and presses in the Province.

Of these, Tirupur in the Coimbatore District provides an average employment for 2,330 operatives daily. Thus, while the Coimbatore District stands out prominently as a cotton-growing area in the Province and is well-known as a consumption centre, it owes its importance to Tirupur which supplies ginned cotton to the textile mills of Coimbatore besides exporting it to other centres and foreign countries. There are 75 cotton gins and presses in the Coimbatore District out of which 25 are in Tirupur (20 cotton gins, 4 gins and presses and 1 press).

The main strains of cotton grown in Coimbatore District are Cambodia and Karunganni. The cotton season commences with March and ends with September. The active months of the season when ginning is at its peak are March, April, May and June. Cotton comes to the Tirupur market from Avanashi and Palladam, as also from the adjacent villages. In certain parts of the Province, cotton gins carry on mixed operations. For instance, groundnut decortication is done in the gins of the Bellary District in Telugu parts and in those at Pollachi, in the Coimbatore District. There are also a few textile mills which have cotton ginning as a side operation. But even with these complementary operations the gins are not able to provide employment throughout the year. Originally most of the cotton gins of Tirupur belonged to the Bombay merchants. The words in vogue like *kapas, khalasi* and *borah* clearly indicate this. Now the factories have changed hands and most of them are either owned or are taken on lease by the local merchants. Nine units out of the 25 at Tirupur were investigated. One unit (No. 10) in Coimbatore was selected for investigation, since there were mixed operations of groundnut decortication and oil milling in addition to cotton ginning in that unit. Most of the concerns are ginning factories only, although pressing is done in two of them. Some ginning factories of Tirupur are owned by millowners of Coimbatore. Units No. 6, 7, 8 and 9 belong to this category. Unit No. 5 belongs to the Buckingham and Carnatic Mills Ltd. These gins by cotton from the cultivators and after ginning it send it on to their mills. The proprietors of Unit No. 7 are the managing partners of Sri Ranga Vilas Mills and Pioneer Mills at Coimbatore, Kumaran Mills at Pudupalayam, and Sri Balasubramanya Mills at Singanallur. In the same manner, cotton is ginned and baled in Unit No. 6 to be sent to the Pankaja Mills in Coimbatore. These factories also gin cotton for dealers.

There are units which directly deal in cotton and which are not linked to textile mills in the manner stated above. These units buy cotton from cultivators either directly or through their agents, gin the cotton and sell it either to textile mills at consumption centres like Coimbatore and Madura or export it to foreign countries as was done in the pre-war period. The proprietors of units No. 2, 3 and 4 exported cotton to Lancashire and Japan before the war. Now on account of the outbreak of war these gins have to look to the local buyers who are for the most part the millowners of Coimbatore. Of these units, units 2 and 3 do ginning for outsiders but not unit No. 3. In unit No. 4, the Agricultural Demonstrator of Tirupur arranges for the ginning of cotton brought by cultivators in whose case the Department have loaned seed and supervised cultivation from sowing to harvesting. The Agricultural Department is thus one of the important constituents of this Unit. The factory has got a winnowing machine which was utilised for winnowing waste cotton to be exported to Hamburg before the war broke out. Some units depend entirely on the ginning charges, and do not deal in cotton themselves. Unit No. 10 at Coimbatore (as stated earlier) has groundnut decortication and oil-milling as mixed operations. The factory gets groundnut from the Pollachi area during the months of August, September and October, and from

Puliyampatti and Bhavani during the months of December, January and February. It stores groundnut for purposes of oilmilling ; but despite this, employment is available to workers only for 8 months in the year. The owner is now thinking of expanding the operations by installing additional plant so far as oil milling is concerned.

According to the proprietors there does not seem to be any pooling arrangement among them but there was a communique issued by the Madras Government in 1927 prohibiting pools at Tirupur, Narasaraopet, etc. - The manager of unit No. 5 stated that at one time a pooling arrangement was thought of but had to be given up.

I.—Employment.

As for employment figures, some of the units were started only recently. Hence figures, wherever available, are given for 1939, but in the case of other units figures are for subsequent years.

TABLE 19.

Average Daily Employment in Gins and Presses.

Unit No.	Date	Men	Women	Piece-rate	Time-rate	Total
1	1939 June	10	56	10	56	66
2	Do.	14	45	14	45	59
3	Not available ..					
4	Recently started					
5	1939 June	21	37	Nil	58	58
6	Not available					
7	1941 June	9	73	9	73	82
8	Recently started ..					
9	1941 November	4	47	4	47	51
1	1944 June	12	126	12	126	138
2	Do.	14	95	14	95	109
3	Do.	15	98	Nil	113	113
4	Do.	7	58	7	58	65
5	Do.	23	25	Nil	49	49
6	Do.	23	27	7	41	50
7	Do.	4	17	4	17	21
8	Do.	13	95	13	95	108
9	Do.	4	9	4	9	13
10	Do.	10	52	Nil	62	62

The above figures do not give a precise idea of the total daily number of workers employed, since, according to the custom prevailing in these parts, the dealers who bring cotton to factories for ginning purposes engage their own coolies for picking strains from cotton. The number employed for this work is substantial. The dealers maintain note-books in which they enter the names of coolies engaged by them and the amount paid to them. These are maintained in a most slipshod manner for their own information and are not available to outsiders. A few factories enter the total number of workers engaged by the dealers in the registers to satisfy the Factory Inspectorate. Likewise, the contractor's coolies also do not figure on the muster rolls. Since Inspectors of factories have been insisting from time to time that the factory management is responsible for the labourers engaged by the contractors, figures for such employment also are shown on the rolls in some cases. For these reasons, the average daily number of workers as given in the musters may not be considered as exact.

The women workers are paid directly by the factories, so far as the gin-feeders and seed-carriers are concerned. But when dealers' cotton is picked within the factory premises, it is the dealers that employ these women coolies

and not the ginning factory. The dealers have to pay wages directly to these women. When the concern gins its own cotton, it employs and pays the different types of women workers directly.

The labour turnover in gins is considerable. Since labour employed is casual the question of retirement and dismissals does no arise. There is no classification of operatives into permanent and temporary, as even the mechanics are changed often. The workers come for work and leave the factory of their own accord after some days and go to another for work. The nature of employment is such that these coolies are engaged only temporarily by the factory or dealers when they have cotton to gin and are sent away when there is no work. Likewise, reliable figures for absenteeism were not available since the musters were maintained very irregularly. The number of workers changes from day to day according to the intensity of work. On those days when there is not much work, only the required number of labourers are taken in for work and others who are on roll are marked absent. But workers who were not previously on rolls and who joined the factory in the middle of the wage-period are marked absent for the preceding days of the wage-period. On account of these facts, figures of absenteeism are inflated and they vary from 9.5 per cent. to 25 per cent.

Almost all the workers are drawn from agricultural classes, and they are engaged in agricultural pursuits in the slack season. So far as cotton gins and presses are concerned, there is no system of recruitment of labourers. Workers come to factories of their own accord for employment. If a factory experiences any shortage of labour it sends someone to the village : nearby to fetch labourers. The employment of workers in cotton gins is closely connected with the seasonal nature of the product. Besides this seasonal variation, employment also depends on the business transactions of dealers. While there are concerns which solely gin their own cotton, there are others which gin for outsiders and depend thus on the ginning charges. The ginning and baling operations take place in spurts during the active months of the season, and to a considerable extent the factory work is influenced by erratic fluctuations in the cotton market. For this reason, employment in cotton gins is of the casual type. The floating labour force drifts in this direction and that for work. If there is no work in one concern, the labourers flock to another, and if no work is available in cotton gins, they collect themselves in front of rice mills. Thus, there is an ebb and flow of employment which does not have, at the same time, a definite periodicity. Rice mills at present do not get supplies of paddy from Tanjore, and the quotas of paddy allotted to mills by the authorities are considered insufficient. Hence the mills remain closed and there is no question of employment in them acting as a complement to the purely seasonal work of ginning. But at the same time there is scarcity of labour experienced by cotton gins sometimes, since there is a diversion of labour force into military constructional works, carried on in villages near Tirupur. Labourers are attracted to these works, since they receive higher wages with less work in addition to the advantage that the lorry comes to the villages early in the morning to take them to the work-spot, and brings them back to their village homes in the evenings.

II.—Wages and Earnings.

In the ginning factories of Tirupur, women are paid daily wages whereas men receive piece-rates, except in unit No. 3 which has dispensed with payment by the piece. In unit No. 4 for stamping ginned cotton into *bales*, the factory employs men on time rates, whereas for weighment and stacking, the dealers employ men and pay them by the piece. In unit No. 5 only time wages are paid to men. Unit No. 10 at Coimbatore pays daily wages to men workers.

In 1939 the following wage rates were in force for different types of workers :—

Kapas-pickers	4 annas daily.
Gin-feeders	5 ,, ,,
Seed-carriers	5 annas 6 pies daily.
Khalasis	15 annas per candy of seven hundred eighty four lbs. of ginned cotton.
Head coolies	Rs. 2=4=0 per week.
Gin coolies on night shift	8 annas daily.

Though these were the rates generally, there were some variations as between different units. For instance in Unit No. 1 the rates in 1939 were as under :—

Kapas-pickers	3 annas daily.
Gin-coolies	4 ,, ,,
Seed-carriers	4 ,, ,,
Khalasis	Re. 1=0=6 per candy.

Regarding payment of piece rates to *Khalasis,* Unit No. 7 paid them Rs. 1|2|0 per candy.

The following wage rates were in force in the units investigated in June 1944 :—

Kapas-pickers	7 annas a day.
Gin-feeders	8 ,, ,,
Seed-carriers	9 ,, ,,
Khalasis	Rs. 2=4=0 per candy of cambodia cotton.
	Rs. 2=8=0 per candy for Karunganni cotton.

The number of kapas-pickers preponderates over the number of gin-feeders and seed carriers. The number of gin-feeders is in proportion to the number of gins working in a factory. Seedcarriers, who number 3 or 4, are paid in most of the units 9 annas a day, whereas they receive 8-1|2 annas in unit No. 1 and 10 annas a day in unit No. 7. Since mostly women constitute the labour force of ginning factories, a woman *maistry* is appointed in most concerns on a fixed weekly pay to look after labour discipline besides doing her work either as a kapas-picker or as a gin feeder. She is also responsible for the weighment of cotton seed. The weekly payment to the *maistry* differs in different units. Out of the 9 units investigated at Tirupur 7 pay Rs. 4 as weekly wage, whereas unit No. 9 pays Rs. 5 and unit No. 5, Rs. 3|6|0 a week. The *maistry* is not in charge of weighment of seed in unit No. 5. There are no principles which govern the fixation of wage rates so far as the ginning factories are concerned. Enquiry has brought to light a schedule of wage ates that was drawn up by the Cotton Merchants' Association of Tirupur which came into effect only on 18th March 1944. The Manager of unit No. 5 stated that as there was scarcity of labour the Employers' Association enhanced the wages and standardised them, for different types of workers. Thus there exists at present a one-sided agreement regarding the rates of wages to be paid to the workers in ginning factories.

The wage-schedule of the employers gives the rates to be paid for time and piece work, and also for certain other minor items as rates to be charged from dealers for weighment, storage, etc. The *Khalasis* have to be paid, according to the wage regulations, a piece rate of Rs. 3 per candy of stains ginned. But stains are not ginned in most of the factories lest the wear and tear should be very high. There is only one factory which gins stains in Tirupur. The gin-workers on the night shift have to be paid a time rate of As. 12. This wage fixation followed in the wake of the general scarcity of labour and was also partly due to the labour unrest caused in unit No. 3 some time back.

So far as *Khalasis* are concerned, the practice is that of group payment. They are paid their wages by the piece at the end of every week on the basis of the total number of *khandies* ginned at the rates fixed for the two strains

of cotton namely Cambodia and Karunganni. The group distributes the wages among its members after paying any hired labourers. Generally these *khalasis* try as far as possible to do the entire work themselves. If more cotton is brought to the factory to be ginned with which the batch is not able to cope, they engage coolies, whom they usually pay at the rate of Re. 1 a day. On an average the earnings of a *khalasi* fluctuate between Rs. 2 and 3 per day.

As for the periods of wage payment the daily-rated labourers and the contract workers are paid every week. Most of the units in Tirupur pay wages on Tuesday, since it is a bazaar day. There does not seem to be any time-lag in regard to wage payment. There is no system of giving credit in any of the factories.

Pressing.—In units No. 5 and 6 where the combined operations of ginning and baling are done, there are instances of both time-rate and piece-rate payment. For instance, in unit No. 5 all the workers are employed directly and paid time rates, whereas in unit No. 6 the contract system is prevalent. The contractor is being paid Rs. 35 per 100 bales pressed since April 1943 and he employs labourers for pressing operation some of whom are paid by the time and some by the piece, the latter at the rate of Rs. 6|12|0 per 100 bales pressed. Before 1943, unit No. 6 was paying the contractor Rs. 28 per 100 bales, whereas the contractor was paying the piece-rate workers Rs. 4|8|0 for pressing 100 bales. Only the rammers and lashers were paid by the piece, whereas other coolies received daily wages. Now the *pala* coolies in unit No. 6, who clean the cotton, are paid As. 8 as daily wage, whereas cotton carriers, and feeders who are employed at the opener, are paid As. 12. There is an increase in the wage rates of *pala* coolies of anna 1 as compared with daily wages paid in 1943, whereas the rates of cotton-carriers and feeders have increased by As. 2 a day.

In unit No. 5, for the pressing operation the women coolies were paid a daily wage of As. 5-1|2 in 1939 but are now getting As. 8. Men who stitch the *borahs* and weigh them are paid As. 10 to As. 12 a day, whereas they were paid only As. 8 to As. 9 in 1939. The rammers and lashers receive piece wages in unit No. 6, but in unit No. 5 they receive a daily wage of As. 14-1|2.

Wages of skilled workers.—The following table gives the number and types of mechanics employed in each unit and the wages paid to them for the month of June 1944, including dearness allowance :—

TABLE 20.

Rates of Wages of Skilled Workers.

No. of unit	Designation																							
	Driver.			Fitter			Oiler			Electrician			Valveman			Finisher			Pressman		
	Rs.	as.	ps.	Rs.	as.	ps.	Rs.	as.	ps.	Rs.	as.	ps.	Rs.	as.	ps.	Rs.	as.	ps.	Rs.	a.	ps.
1			..	(2) 42	8	0	(1) 15	0	0			..			..			..			
				20	0	0															
2	(1) 60	0	0	(1) 35	0	0	(1) 20	0	0			..			..			..			
3			..	(3) 52	8	0	(2) 22	8	0			..			..			..			
				37	8	0															
				37	8	0	22	8	0												
4			..	(2) 45	0	0	(1) 15	0	0			..			..			..			
				40	8	0															
5			..	(2) 100	0	0				(1) 65	0	0	(2) 60	0	0			..			
				67	0	0							5	7	0						
													(per week).								
6			..	(1) 40	0	0	(1) 20	0	0	(1) 55	0	0			..	(1) 35	0	0	1	8	
7	(1) 37	8	0			..	(1) 19	0	0			..			..			..			
8	(1) 32	0	0	(1) 32	0	0	(1) 17	8	0			..			..			..			
9	(1) 32	8	0	(1) 30	0	0	(2) 18	0	0			..			..			..			
							13	0	0												
10	(4) 52	0	0																		
	30	0	0																		
	30	0	0																		
	32	0	0																		

(Figures in brackets indicate the number of mechanics in the category concerned).

The maximum number of mechanics in a unit may be taken as 5 whereas the minimum is 2. The services of at least 2 mechanics thus seem to be indispensable for a gin or a press. In all the units the mechanics are paid their salaries on a monthly basis, excepting one valveman in unit No. 5 who is paid a weekly wage.

Bonuses and Allowances.—The machanics along with the office staff are given in all the units a cost-of-living bonus. It is usually 50 per cent. of their salary. In unit No. 1 the payment of dearness allowance commenced from September 1942. The mechanics as well as the office staff received 25 per cent. of their pay as dearness allowance till July 1943. Since August 1943 they have been granted a dearness allowance of 50 per cent. of their pay. Though there is variation as among the different units regarding the dates of the grant of dearness allowance, 50 per cent. of the salary is given at present in most of the units. This allowance is considered as temporary and would probably last as long as the inflationary rise in prices prevails. There are no other allowances, bonuses or gratuities given except in units No. 3 and 5. In unit No. 3, in addition to the monthly salary, the mechanics are given a yield wage also. If the total quantity of cotton ginned exceeds the prescribed norm, for every 1|16th of a candy As. 2 is paid to the fitter and Anna 1 to the oiler. The head fitter gets As. 2-1|2 and the factory clerk also gets As. 2-1|2. For the month of June 1944 the two fitters in unit No. 3 earned Rs. 3|8|0 each, whereas the oilers earned Rs. 1|12|0 each on this basis. The permanent staff in unit No. 5 used to be given a yearly bonus of 10 per cent. Now the staff in that unit is paid 12-1|2 per cent. as bonus. Besides this the management contributes to a Gratuity Fund also as follows :—

For the first ten years of service		5%
Form 11 to 17 years	,,	7½%
Over 18 years	,,	10%

It is the usual custom in all the cotton gins to grant 3 months' pay as yearly bonus to the permanent employees. One month's pay is given as a present on the occasion of Deepavali. The grant of these bonuses is at the discretion of the proprietor. The workers do not share any of these benefits. These allowances do not figure on the pay-rolls.

Miscellaneous.—No overtime is worked in the cotton gins. According to the Factory Inspector's reports, there are at times technical violations in this respect. But these violations, if any, may not be taken as tantamount to exaction of work without payment. There is no deduction from wages. The monthly staff receive their pay in some units at the end of every month ; in others they are paid in the first week of the next following month. On rare occasions, in unit No. 3, the monthly paid staff are given advances against their pay. But such a system does not seem to prevail in other units.

III.—Working Conditions.

All the units in Tirupur work from 8 a.m. to 1 p.m. and from 2 p.m. to 7 p.m. Thus 10 hours are worked in gins and presses with 1 hour as interval. The total spreadover is 11 hours. The gins work night shifts occasionally when ginning is in full swing. The night shift commences from 8 p.m. and lasts till 7 a.m. with an interval of one hour between 1 a.m. and 2 a.m. The total spreadover is 11 hours. Different batches work on day and night shifts.

Conditions under which the labourers work are not enviable. There are no shelters provided for the workers during rest intervals in any one of the units, whether big or small. The workers, mostly women, bring their meals from their villages and take food in the godowns. During rest interval, labourers were found sleeping near the heaps of cotton in godowns. Though ventilation and lighting satisfy the conditions prescribed under the Factories

Act, a state of congestion seems to prevail in all the units. There is no protection from dust raised during the ginning of cotton. Though no evidence was forthcoming regarding the unhealthy nature of work causing some occupational disease, work at the gins probably leads to respiratory complaints.

IV.—Welfare Activities.

As for sanitary, arrangements, they are in general unsatisfactory. Proper arrangements for the supply of drinking water are seldom made. The Inspectors of Factories have repeatedly stated that at the time of their visit the water cisterns were found empty. Within the factory premises the concerns usually have a big cement tub constructed in which water is stored. In certain cases the cement tanks are covered whereas in others they are not covered. No cool water is supplied to workers during summer in most of the gins. Latrine accommodation is quite insufficient. The Inspectors' remarks clearly prove the latrines, even on the basis of the daily average number of employees actually on the musters are too few in many concerns, that they are not kept clean, that cans are not provided for washing purposes, and that the walls are not tarred. Separate provision is made for men and women in all the units. In some, though latrines are within the factory premises, they are distant from the places of work. There are no bathing facilities. Nor are urinals provided in any of the units. No concern has a dispensary. The units keep only a first-aid box and even that is often empty or inadequately equipped. There are no canteens where workers can have tea, since these are small factories which employ casual labour. There are no grain shops anywhere.

V.—Housing.

No housing accommodation is provided for workers in cotton gins by the employer. Conditions of housing could not be studied since workers come from villages which are three or four miles distant from Tirupur. The workers' quarters are nothing but thatched huts with mud walls. A family has to live usually in one room. There are also huts with two apartments. The labourers have to pay a ground rent of As. 8 to As. 12 per month. These huts are situated on a low level ground and during rainy season, there is water-logging in the locality. Labourers who come to Tirupur early in the morning for work return to their villages at dusk. The ginning factories are prepared to arrange for the procurement of ration cards for workers, provided they are willing to settle down in Tirupur. This is an inducement to make the workers reside in the town, so that the employers may have a regular supply of labour.

In Coimbatore the housing problem for workers has become very acute. No housing accommodation is provided by the employers in many cases. Workers' quarters in Katur and Srinivasapuram in Coimbatore were visited. There is much of congestion in these localities, since most of the textile mill workers of Coimbatore and employees of the Brook Bond Tea Co. live here. The tenements are owned in some cases by jobbers of mills and in one case by a woman vegetable-seller, and also by land-holders. Ten families live in one such tenement! All the quarters are one-room tenements with tiled roofs. The workers pay a monthly rent of Rs. 4 to Rs. 5. Workers were reluctant to disclose the information since they were afraid that the enquiry might be for assessment of house-tax by the Municipality, and for fear of displeasure of the owner, who also lives nearabout. The workers earn approximately Rs. 15 to Rs. 20 a month. In some cases, their women also work in the mills and earn on an average Rs. 11 to Rs. 15. The workers' premises are very dirty, heaps of rubbish are found which make the surroundings insanitary. Some families have cattle, and the premises serve the purpose of a cattle-pound as well. There is separate latrine accommodation for men and women. There is a well within the premises. But for purposes of drinking, women fetch water from the nearest municipal water tap.

In another set of workers' quarters there are nearly 18 families living. There are two portions which consist of three rooms each. The rest have only one room. For the former, a rent of Rs. 9 a month is paid for each portion, for four rooms a rent of Rs. 4|8|- per month is paid, and for others monthly rents vary from Rs. 2|8|- to Rs. 3. The owner of these premises is a worker in Kaleshwara Mills. The average earnings of workers in this locality are Rs. 25 per month. There are also two families of clerks staying in the premises. There are women who work in the mills and are, on a temporary footing, earning Rs. 13 a month. These quarters are somewhat better than the others visited, in respect of ventilation and lighting.

VI.—Trade Unions and Strikes.

There is no effective trade union activity so far as the workers in these seasonal factories at Tirupur are concerned. The *khalasis* formed an association which is now in a moribund state. They are content with the present piece rates of Rs. 2|4|- per candy of Cambodia and Rs. 2|8|- per candy of Karunganni, as these rates compare favourably with the rates of payment obtaining previously. No strikes generally take place in these cotton gins. In 1943 there was a strike of workers organised by the *khalasis* of unit No. 3 in Tirupur. The *khalasis* were asked by employers to remain in the factory during nights to keep watch over the factory premises. The *khalasis* were unwilling to accede to the wishes of the management on the ground that it was not one of the conditions of their contract of work. As a result, seven *khalasis* were dismissed. A general strike of the workers of the factory was organised. This received much publicity, since unit No. 3 is a large concern. The matter was reported to the Labour Conciliation Officer, Coimbatore, who intervened. The management showed its willingness to take into service six out of the seven workers. But the workers were unwilling to work in the factory. Since then unit No. 3 dispensed with piece rates and the employment of *khalasis*. Excepting this strike there have been no instances of labour trouble in Tirupur for the last 15 years.

VII.—Working of Labour Acts.

The remarks of Inspectors of Factories usually refer to the neglect of lime-washing and painting of woodwork of factories, the inadequate provision of seats in latrines, etc. The supply of uncontaminated, cool drinking water is also often suggested. Remarks about adequate fencing of machinery are also made, and the provision of fire-buckets and of some medicines in the first-aid box, the removal of debris and heaps of rubbish from the factory premises are suggested. The proper maintenance of registers for employees, the indication of wage periods under the Payment of Wages Act and details about workers' earnings are some of the other points raised in the inspection reports from time to time. Instances of employment of workers of doubtful age have also been cited and factories asked to get certain labourers certified by a medical officer as adolescents. All these remarks of Inspectors of Factories reveal to a certain extent the non-observance of certain provisions of the Acts.

VIII.—Indebtedness.

It is the pressure of poverty that makes women take to factory work on low wages. But in spite of their penury, in general, workers of Tirupur seemed to be thrifty. They were not given loans by the employers. They accepted loans from retail merchants of their villages, paying interest which

varied from 1|4 per cent. to 2 per cent. per mensem. There are some instances in which debts were contracted either for setting up a small retail shop or for constructing a house or for performing a marriage. In some cases, labourers managed to pull on without running into debts. There are many workers' families, the members of which work in some factory or other. There are 25 cotton gins, 12 rice mills, and 3 textile mills in Tirupur. In a family, the father may work, for instance, as a paddy boiler in a rice mill, the daughter in one of the cotton gins, and the son as a mill-hand in one of the textile mills. The family pools all the earnings and somehow ekes out a livelihood. There are also instances of parents staying at home to look after their small agricultural holdings while sons and daughters take to factory work. In spite of the fact that workers' families have no reserves of savings and eke out a precarious existence, they are able to lead an existence without running into debts. So far as the *khalasis* are concerned, the piece rates which constitute the basis of their earnings, induce them in a subtle way to exert themselves more. They do unremittingly hard work for hours at a stretch and are subject to considerable physical wear and tear. In Coimbatore, the cost of living is high. The workers are given credit in mills. Whatever slice of income is left, after a portion of it is consumed in advance, is used up as soon as it is received. The workers are given to drink. The Coimbatore mills give loans to workers. For instance, one mill gives loans to workers and charges interest at 2 annas a rupee per month. In all these cases when exorbitant rates of interest are charged, the interest for a certain period is deducted in advance and only the remainder is paid to the worker.

IX.—Miscellaneous.

Pensions and gratuities.—Excepting unit No. 5, there is no gratuity fund anywhere. Details regarding the company's contribution to the gratuity fund for its permanent employees for unit No. 5 have been given earlier.

Overhauling.—During the slack season, cotton which is stored in godowns, is picked. Hence picking coolies get employment only on certain days in a month. Mechanics in all units are paid their salaries during slack season. They look to overhauling of machinery. The importance of overhauling from the point of view of output of ginned cotton is brought out in the following instance. On 1st April 1942, in unit No. 2, 10 gins turned out 13-1|2 candies of cotton which at the then prevailing rate of Rs. 20 per candy (gin charge) brought to the factory a gross profit of Rs. 270 per day. The same 10 gins after overhauling turned out 17 candies of cotton on 9th July 1944, and when worked out even at the old rate of Rs. 20 per candy (gin charge) they fetched a gross profit of Rs. 340 per day. This increase of Rs. 70 per day in the proceeds of the concern was the result of overhauling of machinery when labour employed remained constant.

Holidays with Pay.—Sunday is a notified holiday in all the units excepting units No. 7 and 9. The notified holiday in these two units is Tuesday. For important festivals, holidays without pay are declared. Some units in such cases work even on the notified holiday, whereas some do not. There are no other regular closed days in the month in any unit. With regard to leave, the office staff and mechanics may be granted leave with pay, and this is at the discretion of the management. In unit No. 5 the permanent employees are entitled to 15 days leave with pay.

Addendum.—The following were the wage-rates for June, 1944, in unit No. 10, at Coimbatore, where there are mixed operations of groundnut decortication and oil-milling carried on in addition to cotton-ginning :—

TABLE 21.

Rates of Wages in Mixed Operations.

Section.	Men's wages.		Women.		Daily wages.
	Night shift	Day shift	Night shift	Day shift	Rs. as. ps.
Ginning		1 0 0	..	Kapas pickers	0 7 6
				Gin-feeders	0 10 0
				Cotton cleaners	0 8 6
				Seed carriers	0 10 0
Groundnut decortication. ..		1 0 0	..	Coolies	0 10 0
Oil-milling ..	1 0 0	..	..	Coolies	0 10 0

CHAPTER VI.—SIND—Mirpur Khas.

Labour employed in the ginning and baling factories in Sind is almost wholly non-Sindhi. A large number of men and women from Makran have immigrated into the Province and constitute the major part of the industrial landless agricultural labour. Till recently they led a nomadic life moving from place to place in groups, seeking employment in industry or agriculture. In the summer months, a considerable number used to go back to their own country. Now, however, they have given up their summer-time exodus and have taken to more settled ways of living. Other areas from which labour is largely drawn are Marwar, Cutch, and to a smaller extent, the Punjab. This is the main industry of the Province and has developed rapidly since the building of the Sukkur Barrage which led to the growth of more cotton in the Province. After baling, cotton is sent to Ahmedabad and Bombay and is not processed further in Sind because of unsuitable climatic conditions. Mirpur Khas is the chief centre of the industry in Sind, although gins and presses are found scattered all over the Province especially in the Nawabshah, Hyderabad and Sukkur Districts. Hence this centre was chosen for investigation.

I.—Employment.

The following figures of employment in cotton ginning and pressing factories in Sind were obtained from the Annual Reports of the Chief Inspector of Factories of the Province :—

1936	13,689	1940	14,800
1937	15,516	1941	15,175
1938	15,890	1942	11,568
1939	12,565	1943	15,371

It is estimated that about 16,000 workers are employed in these factories now. This figure, however, does not include the number of children illegally employed in the factories these days. While it is impossible to give accurate figures for such employment, it may be estimated that approximately 2,000 children are employed throughout the Province. The total average daily employed in the factories surveyed was 1,881. Out of these, 450 were piece-rate workers and 1,431 time-rate. Details by sex and type of employer are given in the following table :—

TABLE 22.

Average Daily Employment.

Employer	Men	Women	Total
Management	652	342	994
Contractor	713	174	887
Total ..	1,365	516	1,881

It can be seen from the above that women constitute 27.4 per cent. of the total employment. It is estimated that about 50 per cent. of the unskilled workers are recruited by contractors.

Length of Service.—Statistical information regarding the length of service could be obtained only from two concerns and is given in the next table. It can be seen from the table that only 3.8 per cent. of the workers have over 5 years' service to their credit.

TABLE 23.

Length of Service.

Length of Service in years	Number of workers	% of total
0 and 1	686	63·6
1 and 5	352	32·6
5 and 10	26	2·4
Over 10	14	1·4
Total ..	1,078	100·0

Classification of Workers.—Classification of workers as permanent and temporary obtains only in the better organized firms. In most of the factories all workers, whether skilled or unskilled, barring perhaps the engineer, are dismissed at the end of the season, and, therefore, all of them are temporary. It is, however, interesting to note that technical men are regarded as permanent even if they are employed for a period of four or five months only. Messrs. Volkart Brothers have such a classification, and permanent hands have a right to contribute to the Provident Fund, a right which does not accrue to temporary ones. The Provident Fund contribution is both by the workers and by the firm. This right, however, accrues only to permanent hands in the *direct* employ of the firm and such workers are not many, only technical personnel coming under the category. All unskilled workers in this firm are employed by contractors. In this firm, however, there are some privileges common to both the types which will be stated presently. The only point to be noted here is that all workers employed by the firm are entitled to one month's notice in case of termination of their services. This is, moreover, the only firm where skilled workers are *not* dismissed when the season is over but are switched on to repair work.

Recruitment.—Unskilled workers are usually recruited through *sardars* and contractors. This method of recruitment is preferred for a number of reasons. There is a general shortage of industrial labour in Sind. In fact, as was stated at the outset, all industrial workers in the Province have immigrated from other Provinces, Indian States in Rajputana, and Makran. In view of this, difficulty is experienced by the management in getting labour. The easiest way for them is to get their work done under contract and to shift the burden of recruiting labour to contractors. What happens is that the floating industrial labour available in the Province moves about in groups and there is always a group leader. A successful contractor tries to keep in touch with these group leaders. In case he wants to get more men, he goes to the neighbouring areas and gets the whole group on payment of travelling allowances. Sometimes, the group leader himself gets into touch with a firm and becomes a contractor. In such a case the entire earnings of the group are pooled. The group maintains a common mess and makes payments from the pool for food and house rents. What remains after these payments is divided equally.

Labour Turnover and Absenteeism.—There is not much turnover of labour in these factories. There is, of course, the usual migration of labour to other pursuits at the end of the ginning season. Defection of a group of workers

in the midst of the season seldom happens. This may be due to check and supervision of the contractor. The contractor keeps in direct touch with his people and in fact belongs to their own class. He is very different from the "absentee" type of contractor. Another point to be noted is that no "home" ties bind the foreign labour to any particular place, and therefore, their mobility is much greater than what it is in the case of industrial workers in other areas. It is precisely on account of this that greater effort is made to meet the demands of labour. Industrial relations were found to be cordial and labour on its own part, particularly Makrani labour is very hard-working. Idleness or loitering are things unknown to them. Figures of absenteeism supplied by one firm were 4¾ per cent and 3½ per cent for 1939 and 1943. The only cause of absenteeism is sickness. Common diseases are malaria and bronchitis. There are no social functions in village home to be attended and there is not much absenteeism after the pay-day.

Promotion, Holidays with Pay etc.—There is no system of graded or incremental promotion even for the permanent people, but increments *are* given at the discretion of the management. Sometimes even two promotions are given in the course of one year. This does not, of course, apply to unskilled daily wage earners for in their case it is the prevailing market rate rather than the length of service or personal efficiency that matters. No holidays with pay are given to daily wage earners. Permanent and salaried staff employed in the better organized firms get leave according to leave rules framed by the management. On an average, 20 days' sick leave with pay is granted to all employees in case of certified sickness. In addition to this, ordinary paid leave subject to a maximum for each category of employees is also granted at the discretion of the management. Leave is not accumulated and sometimes there is a condition that sick leave would not be granted unless all ordinary leave had been exhausted. No Labour Officer is employed to inquire into the grievances of the workers. Nor are there many grievances on their part either. Sometimes they do want an increase in wages and the contractor and/or the proprietor look into the matter personally.

II.—Wages and Earnings.

The general wage level in this industry is higher in Sind than elsewhere. The possible reasons for his appear to be (1) the higher efficiency of the Sind workers, and (2) the fact that they are imported from outside the Province which makes the payment of somewhat higher wages necessary. It may be mentioned here that in all the concerns investigated, unskilled workers, excepting women in one, were recruited by contractors. In Appendix II details of rates paid to contractors (*inter alia*) are given. In the following table a comparision is made between rates paid by factories to contractors and the wages paid by the latter to their employees.

TABLE 24.

Rates of Contract and Wages.

			1942-43		1944-45	
				Percentage increase since 1939		Percentage increase since 1939.
		1939	Rates		Rates	
Contractor for handling kapas	Contractor's rates.	0 8 6 per bale.	0 12 0 per bale.	41	1 4 0 per bale.	135
	Wages	0 12 0	1 10 0	116·5	2 8 0	233
Loading & Unloading Contractor	C. R.	0 1 0 per bale.	0 1 4 per bale.	33	0 1 10 per bale.	83
	Wages	1 14 0	2 2 0	13	3 2 0	63
Ginning Contractor	C.R.	0 3 2 per md.	0 4 0 per md.	29	0 7 9	144·5
	Wages	0 7 0	0 9 0	28·5	1 2 0	157
Contractor	C.R.	18 0 0 per 100 bales.	20 4 0 per 100 bales.	12·5	42 0 0 per 100 bales.	133
	Wages	1 0 0	1 6 0	37 5	2 4 0	125

The above analysis shows that the percentage increase in the wages in most cases has been in keeping with such increase in the rates paid to the contractors, though there are a couple of cases where wages have lagged behind.

Appendix II gives details in regard to the wages paid to different types of workers in 1939-40, 1942-43 and 1944-45, but the position with regard to some of the important occupations is summarised in the following table :—

TABLE 25.

Average Rates of Wages.

		1939-40	1944-45	Increase %
Fitters	(per month)	50 0 0	75 0 0	50
Oilmen	„ „	25 0 0	38 0 0	52
Cobblers	„ „	36 0 0	47 0 0	30·5
Opener coolie	(per day)	0 9 6	1 12 0	194·6
Gin Feeders	„ „	0 5 9	0 13 9	130·4
Yellow pickers	„ „	0 5 6	0 12 3	120·0
Platform coolies	„ „	0 9 6	1 6 0	131·5
Press coolies	„ „ „	1 0 0	2 4 0	225·0
Jholiwalas I	„ „	0 14 0	2 5 6	134·3
Jholiwalas II	„ „	1 0 0	2 2 0	142·8
Carpenters	(per mohth)	45 0 0	66 0 0	46·6
Loading and unloading Contractor's Labour	(per day)	1 0 0	2 4 0	225·0
Kapas handling Contractor's Labour	„ „	0 13 0	2 2 0	161·5

It will be noticed that the percetage increase in the wages of the technical workers is considerably lower than that in the case of unskilled workers. This is partly due to the fact that the former receive additional dearness allowances also.

Dearness Allowances and Bonuses.—In unit 1, a dearness allowance is paid to the employees of the concern at the following rates :—

Monthly Salary in Rs.	D. A. per month.
	Rs. as. ps.
0—40	4 8 0
41—75	7 0 0
76—100	6 8 0
101—125	6 0 0
126—150	5 8 0

The engineer of the factory gets a salary of Rs. 220 per month. In addition, he gets annual bonus equal to two months' salary and an annual commission of Rs. 300. He is also entitled to an oil and fuel allowance of Rs. 7 p.m. In unit 2 also, only the workers directly employed are given an additional dearness allowance and a bonus. The dearness allowance rates are as under :—

Monthly Salary in Rs.	D. A. per month.
	Rs. as. ps.
1—60	15 0 0
61—125	20 0 0
126—200	25 0 0
201—275	30 0 0
Over 275	35 0 0

Bonus is granted only to those who have at least six months' service to their credit. Those whose length of service lies between 6 months and one year get bonus equal to half the month's wages every three months. The rate is doubled when 12 months' service has been completed. In unit 3, a dearness allowance is granted to all workers directly employed by the concern, among whom are unskilled women workers also. The rates are as follows :—

TABLE 26.

Monthly Rates of Dearness Allowance in a leading concern.

Period	Scale in Rs.																	
	1-0-0 to 9-15-0			10-0-0 to 19-15-0			20-0-0 to 29-15-0			30-0-0 to 59-15-0			60-0-0 to 99-15-0			100-0-0 to and over.		
1942-43	2	0	0	3	0	0	4	0	0	5	0	0	6	0	0	8	0	0
1st July to 31st October 1943 ..	7	0	0	8	0	0	9	0	0	10	0	0	11	0	0	14	0	0
1st November 1943 onwards ..	14	0	0	16	0	0	18	0	0	20	0	0	22	0	0	28	0	0

Miscellaneous.—Payments made by the contractors to their own employees are supervised by the management of the concern as per requirements under the Payment of Wages Act. No complaints about illegal deductions or delay in payment were made. In fact, in this Province wages are paid on the last day of the wage-period. Thus, where the wage-period is one month, payments are, as a rule, made on the last day of the month and where it is one week, on Saturdays. The practice has become so established that workers refuse to work if payments are delayed. Fines are not imposed in any of the concerns nor are any deductions made. No records for overtime are maintained and it is only in cases of extreme urgency that workers are asked to work beyond the scheduled hours. In such cases the practice is to make payments the very day. Generally, half the day's wages are paid for a couple of hours of extra work. This applies, of course, only to time-rate workers. Piece-rate workers often do not stick to the scheduled hours of work and the rates of payment for over-time work are not different from the usual rates. This is clear from the fact that there are no separate records for overtime piece-rate work.

III.—Working Conditions and Welfare Activities.

Shifts and Hours of Work.—There are several arrangements. Generally where the plant is run for all the 24 hours, three 8-hour shifts are not worked as is the case in other 24-hour factories. The shift hours in such cases are :—

Day shift—8 a.m. to 8 p.m. (recess—1 p.m. to 3 p.m.)

Night shift—8 p.m. to 8 a.m. (recess—1 a.m. to 3 a.m.)

Some factories do ginning from 6-30 a.m. to 1-30 a.m. and pressing for 8 a.m. to 7 p.m. Their arrangements are as follows :—

Ginning Section.

6.30 a.m. to 12.30 p.m.	.. Females
12.30 p.m. to 3.30 p.m.	.. Males
3.30 p.m. to 7.30 p.m.	.. Females
7.30 p.m. to 1.30 a.m.	.. Males.

General Shift.

8 a.m. to 1 p.m.

2 p.m. to 7 p.m.

Opener Staff and Engineer Staff.

Group I.—6.30 a.m. to 12.3 p.m.
4.00 p.m. to 7.00 p.m.

Group II—12.30 p.m. to 4.00 p.m.
7.00 p.m. to1.30 p.m.

Press.

8 a.m. to 1 p.m.
2 p.m. to 7 p.m.

Accidents etc.—Provisions for the safety of workers in the Factories Act and Rules made thereunder are generally complied with. But no special measures are taken for the prevention of accidents. Accidents occur at the opener and in the line-shaft alley. Sometimes, while feeding kapas into the opener the hand of the coolie or a few fingers get chopped off. The line-shaft alley is in most cases not lighted sufficiently. Moreover, there is not enough clearanee between the moving wheels and the walls to enable the cobbler to move freely inside the alley. Close fitting garments are usually provided to the cobbler, but sometimes this is not done and the *pagri* or shirt of the worker gets entangled in the machinery causing serious accidents. The factory inspectorate of the Province, inadequate though it is, makes special efforts to help the workers in securing compensation for accidents. Details regarding accidents were available only in one concern, and a description of some of these would show what type of accidents can occur in a modern ginning factory. In November 1938, a worker died while working in the "cotton silo". He was removing lint which had collected in the upper part of the room. Heaped cotton fell on him and he got crushed against the wall as a result of which he died. Compensation was paid to the dependents of the deceased. In another case, a condensor-greaser had the thumb of his right hand caught between the moving gear wheels, resulting in injuries to his thumb. For the period of illness he was paid As. 10 per day. A fatal accident occurred in December 1940. A fitter while working on the overhead kapas suction pipe from a temporarily-erected staging, 12 feet high, lost his balance and fell to the floor. His skull was fractured as a result of which he died. Compensation amounting to Rs. 1,350 was paid to his dependents. On the 12th March 1944, a female worker while removing the cotton seed from the seed conveyer alley put her leg on the trough where one of the hinged covers was forced open with the result that her foot was seriously injured. Despite prompt medical aid her leg had to be subsequently amputated from below the knee. The Chief Inspector of Factories made immediate enquiries in the matter and arranged payment compensation amounting to Rs. 441 to her. The installation of exhaust fans for the elimination of dust, which is thrown up in the course of opening and ginning processes, is not considered feasible by the employers. This may probably be due to the soaring prices of all electrical goods these days. The firms are of opinion that it would be possible to get exhaust fans after the war. Protection against dust could have been ensured by the use of dust respirators but this too has not been done anywhere so far. It is the considered opinion of doctors, employed on a part-time basis by factories or practising privately in areas where ginning factories are located, that inhalation of dust causes respiratory diseases, chiefly bronchitis and tuberculosis. They suggested to owners of some factories that small pieces of moisted gauze could be provisionally used by workers to cover their nose and thus inhale only filtered air. The experiment has not been given a trial so far.

Latrines, Urinals and Drinking Water.—While an adequate number of latrines and urinals are provided, no effort is made to keep them clean. The

result is that one cannot stand anywhere near the latrines for even a few seconds. In factories owned and managed by European firms, however, sanitary arrangements were satisfactory. Latrine and urinal accommodation is provided for men and women separately, and though doors are not provided, there is sufficient privacy. Latrines and urinals are built of pucca bricks. Drinking water is stored in big tubs and distributed through taps. Since factories do not work in summer, the necessity of making arrangements for cool water does not arise. No other drinks are supplied free of cost. Shelters have not been provided even in the bigger factories employing 500 workers or more. Workers retire to their hutments during the rest period. Cooly huttings are situated near the factories. A number of workers, however, come from more distant places and they bring their day meals with them. Such workers are seen sitting in the open and eating their food. The lack of covered space inside factory premises for the use of workers during rest hours causes real hardship. Some workers, e.g., yellow pickers, or those employed on drawing platforms, have to work in the open throughout the day. For such workers a shelter would obviously be a great boon.

Medical Facilities.—A couple of firms employ private practitioners on a part-time basis and it was found that daily visits were paid by these doctors to the workers' quarters. Others, however, have made similar arrangements with the local medical officer. He is usually paid Rs. 75 per month and visits only when called. A dozen visits by him in the course of one year would be considered a very good performance. Medicines and quinine injections are supplied to doctors by the firms. For patent medicines workers have to pay from their own pockets. The general health of workers was, however, found to be good. It is only, during rains that malaria is rampant causing absenteeism and sometimes defection by a large number of workers.

IV.—Housing Accommodation.

Labour employed in these factories comes from outlying areas and has to be provided housing accommodation. In Mirpur Khas as many as 1,161 out of 1,881 workers covered by the enquiry are provided living accommodation. Out of these 1,161 about 700 are housed in *pucca* single-room quarters built in lines, or quadrangles. As structural details differ from case to case, it would be convenient to give details of such type separately.

A. About 350 workers employed by Volkart Brothers are housed in *pucca* quarters. Superior staff are housed in family quarters containing two bed rooms, a kitchen, a bath-room, a latrine, a verandah and a small spare room. These quarters are easily the best working-class quarters in the town. 35 men are entitled to get such accommodation. The rest are housed in single-room quarters built in a quadrangle. Rooms are 15 ft. × 14 ft., on an average *four* persons live in each. Workers who have their families with them are given one room for one family. In front of the room, there is a small enclosure meant for use as kitchen. Latrines have been built in a line at some distance from the quarters and their sanitary condition is better than what is usually found. While allotting accommodation, effort is made to put together workers coming from the same area and belonging to the same "group". It was interesting to find that several groups of about 30 men each had common messing arrangements. Group leaders or *jamadars* are either contractors themselves or sub-contractors though under the terms of agreement contractors are not permitted to let out work on sub-contracts. Earnings of the entire group (after making payments for messing) are either divided equally or according to the amount of work done by each member of the group, records being maintained by a *munshi* employed for the purpose and for running the mess. Mess accounts are open to inspection by the workers

themselves. Similar arrangements have been made by Ralli Brothers but sanitary arrangements are very poor. Latrines have been built at the entrance to the quadrangles and the number of seats is also very inadequate,—2 or 3 for 50 to 55 people. Marwari women made efforts to keep the quarters clean, but Makrani men and women are indifferent to personal hygiene or sanitation with the result that their quarters are stinking and dirty.

B. *Kuchcha Rooms.*—Another 200 workers are housed in mud huts. Since these quarters were built before the war and have not been repaired ever since, they present a dilapidated appearance. Half the roof or one plank of the door missing are not an uncommon sight. There is, however, no congestion in such quarters and each worker has a room to himself. Latrines have not been provided near these quarters and workers spread out in the neighbouring fields.

C. *Thatched Huttings.*—The third type of arrangement is to make available open space to workers to build their own huts. A large number of Makranis have thus erected temporary huttings using thatch and mattings. They present the appearance of mat-tents and have very low entrance. In an area of about 60 square feet, five or six members of a family keep huddled together! Water for drinking and washing is drawn from wells. No latrines are provided, with the result that men and women both have to go to open fields, while children use neighbouring drains for the purpose. Some time ago, Messrs. Ralli Brothers gave some land to a large number of workers employed by them for building houses. No charges were made for the land provided. It was found later that workers had sold the land to local purchasers. The scheme was, therefore, dropped and now the ownership of all quarters and land, for building houses rests with the firm. Some employers contemplate building better types of quarters when material and labour becomes available for the purpose.

V.—Enforcement of Labour Laws.

All these factories have been brought under the operation of the Factories Act and are classed as seasonal factories. In this connection the Chief Inspector of Factories, Sind, in his reply to the General Questionnaire of the Labour Investigation Committee, states: "special difficulties are experienced with regard to the inspection of seasonal factories which number 240. The majority of these concerns are cotton ginning and pressing factories and are visited when working, by the Chief Inspector and Inspector. These two full-time officers are well known to factory owners and managers with the result that when on tour their movements are carefully watched, and with the additional risadvantage of irregular railway service, it is practically impossible for surprise visits to be carried out". In the course of *ad hoc* surveys it was found that number of the provisions of the factories Act and the Payment of Wages Act, were being evaded and disregarded. There is wide-spread employment of children below 12 years of age. In one factory it was found that out of 42 persons working in the ginning room as many as 24 were children. This proportion, however, does not obtain everywhere. It may be said that about 12 per cent. of the total employment is child labour. Other instances of the violation of the provisions of the Act are the failure to maintain correct or even any registers, employment of women during prohibited hours, and working for hours longer than those permitted under the law. Section 35 of the Factories Act (regarding Weekly Holidays) was being disregarded in some concerns. While the workers in the Engine and Boiler rooms alone were exempted from the provisions of Section 35, sometimes weekly holidays were denied to fitters and oilmen. Exhaustive rules have been made under the Factories Act but number of them in regard to the fencing of moving and dangerous machinery were being disre-

garded. Further, under these rules, attendants on prime movers and all persons working in the shaft alley of the gin, must wear light trousers, provided free of cost by the occupier. It was found that a number of workers belonging to the above categories were *not* wearing light trousers. The non-observance of this requirement causes a number of accidents every year. Similarly, provisions with regard to latrines and urinals are not being followed. It must, however, be pointed out here that the Inspectorate of the Province is extremely vigilant. The following table shows the number of prosecutions under the Factories Act launched during 1943. While in other Provinces the fines imposed are ridiculously low, those in Sind were found to be sufficiently high.

TABLE 27.

Offences under the Factories Act and Fines Imposed.

Classification.	No. of cases.	Total amount of fines.
		Rs
Section 11—Obstructing Inspector	1	3
Section 24—Safety	10	1,085
Section 27—Safety for Children	1	250
Section 28—Safety for Children	1	30
Section 35—Weekly Holiday	2	65
Section 36 —Working Hours	2	40
Section 39—Notice of Hours of Work	1	20
Section 40—Notice of Hours of Work	2	50
Section 41—Register of Adults	16	285
Section 42—Working Hours	24	585
Section 45—Hours of Work for Women	2	20
Section 51—Uncertified Children	12	770
Section 54—Hours of Work for Children	2	30
Section 55—Notice for Hours of Work for Children	5	115
Section 76—Abstract of the Act	3	40
Total ..	84	3,415

Workmen's Compensation Act.—The Act has not been much of a success in the Province because of the same factors as encountered throughout the country, —ignorance and illiteracy of the workers, lack of legal assistance, etc. It was alleged by workers hat when accidents occurred, an effort was, as a rule, made to pay " hush-money ". In most cases, the incident was thus " closed ". In some cases, the factory inspectorate was able to intervene and full compensation was paid, part payment being usually made before the claim was finally settled. About 80 per cent. of unskilled labour is employed through contractors and contractors bind themselves under the terms of agreement to pay compensation when accidents occur. This does not make the situation better. If, anything, it makes it worse in so far as contractors make more strenuous efforts to " close " the incident.

Inadequacy of the Inspectorate.—The Chief Inspector of Factories was of opinion, and he was obviously correct, that for the whole Province one Chief Inspector and one Inspector form too inadequate an inspectorate to see that the Acts were enforced.

VI.—Migration.

Foreign labour has found employment both in industry and agriculture in the Province. Labour in the cotton ginning and baling industry as has already been said above, has been drawn from Makran, Marwar, Cutch and the Punjab. This accounts for large-scale migration during the off-season. About a decade back, large number of Makranis used to go back to Makran at the end of the ginning season. Now, however, they migrate to agriculture in Sind, in the months of May and June ; and the landlords are only too glad to employ these hard-working people. A few may go to big towns, like Karachi and Hyderabad, for casual daily employment. Marwari labour does not migrate to agriculture in Sind but it does go back to Marwar for agricultural operations there. Nor does any part of such labour seek casual employment in the cities. Punjabis constitute only a minor part of the entire labour force. They also go back to the Punjab for employment in agriculture.

CHAPTER VII.—PUNJAB—Amritsar.

In the Punjab the active season of this industry usually commences by the middle of September and ends by the middle of April. If the harvesting of crop is delayed, factories start working much later, sometimes even in November. It may be noted that in the Punjab, Amritsar is said to have been the first ginning centre to begin work. This is due to the fact that there is a stretch of land in the district where an inferior type of cotton is grown, and there kapas is harvested early. This kapas is brought to the factories by the growers themselves and when supplies become fairly regular ginning is started. All the four ginning factories in the town were surveyed and it was found that each one of them combined ginning with some other industry. Two of them do rice-husking, the third rice-husking and oil-milling both, and the fourth spinning and weaving, besides cotton ginning. An important point to be noted is that in all these factories, cotton ginning is *not* the main industry. Not more than one-fourth of the total number of workers in the three factories and 8 per cent. in the fourth are employed in the ginning section. It may, also, be pointed out here that pressing and baling of ginned cotton is not done in any of the factories surveyed. The actual number of days worked in a season is about 150. There are 55 gins in all the factories, but at present only 45 are being worked. There is no "pooling" agreement in the centre and all the factories work independently.

I.—Employment.

Of the four factories surveyed, three remain closed for at least four months in the year while the fourth which is primarily a spinning and weaving factory works throughout the year. Workers of the former set of factories generally go back to agriculture in the off-season, but a substantial minority of them work as daily wage-earners elsewhere since alternative employment is available these days. In the fourth factory, when the ginning season is over, workers are not dismissed but are given employment in other sections of the concern. The effect of combining rice-husking or oil-milling with ginning on employment is that workers continue to work in the same factory for 8 months instead of being thrown out after 5 months during which ginning is done. Thus, while the period of employment is increased, the seasonal character of the factory remains intact. As said above, only in one concern are workers recruited on a permanent basis.

TABLE 28.

Daily Number of Workers in November 1944.

Factory No.	Total	Piece-rate	Time-rate
1	62	20	42
2	40	..	40
3	35	..	35
4	14	..	14
(Ginning Section only).			
Grand Total ..	151	20	131

Factory No	Employed and paid directly.		Employed and paid through contractor.	
	Men	Women	Men	Women.
1	42	..	20	..
2	39	1	(a)	(a)
3	30	5	(a)	(a)
4	7	7	(a)	(a)
Grand Total ..	118	13	20	..

(a) Contractor's labour is employed but figures not available.

Length of service, etc.—In three of the factories, all the unskilled workers are dismissed when the season is over. The technical staff also is dismissed in two of them, but it is retained in the third. No statistical information on the point was available. Proper attendance registers were not maintained and, therefore, checking was also impossible. In one factory, it was found that some of the technical workers had served the concern in several successive seasons. Out of a total of 40, 2 had served for over 10 years, another 2 for 5 to 10 years, and 2 more for 1 to 5 years. The rest (34) had put in only a few months' service. In the concern in which ginning is a very minor section, all workers are recruited on a permanent basis. In another, the superior technical staff is recruited on a permanent basis while the remaining workers in this concern and all workers in another concern are recruited temporarily, i.e., only for the season. Even where workers are recruited permanently, no additional privileges accrue to them except that they are paid for the days when the factory does not work. But if they absent themselves with or without authority, they are not paid for such absence. In none of the factories is there any system of graded or time-scale promotion, but the managers claimed that every year workers were being given increments at the discretion of the proprietors. These increments are not based on any rules, but are given to attract workers from other factories.

Labour Turnover and Absenteeism.—Labour turnover in cotton ginning factories is very excessive, so much so that it becomes difficult to maintain proper registers. Proper attendance registers were not being maintained and most of the workers (ordinary coolies) were classed and casual labour for whom, the employers said, no attendance registers were required. Since this practice had not been objected to, it was being continued. An examination of the attendance registers revealed that workers generally worked in one concern for one whole week and then either left the concern altogether or came back after one week's absence. In one factory, the attendance register was examined and it was found that out of a total of 29 workers, whose names had

been entered in the register, 15 attended the factory for all the six days of the week, one for only a day and the rest (13) were absent throughout. In the next week some of the latter group returned to work while a few of the former group stopped coming, and the work had to be carried on by adding some new hands. Reasons for excessive labour turnover are apparent. Work in ginning factory does not require any particular skill or experience and new hands can always be taken in. Secondly, since all workers are daily wage-earners and are not given any paid holidays, they go away to another concern if better wages are available. Sometimes these workers go to the town to work as coolies, if they know that there is shortage of coolies there. If a new building is under construction somewhere in the town, quite a few of the workers would be attracted to go there. In short, labour in ginning factories is very mobile and instead of trying to improve the conditions of work, usually the employers over-work them with the result that for the slightest extra advantage workers are prone to leave one factory and go to another or to any other occupation where unskilled labour can fit in.

Recruitment.—Ordinary coolies seek work of their own accord, but for technical men the employers have to send out persons to different places at the beginning of each season. Often the proprietors themselves move out. Addresses of technical men living in the neighbouring districts are always known to proprietors. Special effort has to be made, as few qualified workers, especially these days, would like to join these factories for the duration of one season only. There is no Labour Officer in any of the factories, not even in the Dayal Bagh Spinning and Weaving Factory where over 700 workers are employed. Grievances of workers are enquired into by the management.

II.—Wages and Earnings.

In the beginning of each season, employers fix wages according to the supply of workers. Thus in the first week of the season they are able to fix the daily wage of ordinary workers and after that workers come and join if they find it worth while. Higgling with individual workers is not done. In the case of skilled workmen like the *mistry* or the cobbler, wages are fixed after a regular haggle and these days workers are in a fairly strong position to bargain. Wages for different occupations are given below :—

TABLE 29.

Range of Basic Wages in 1939 *and* 1944.*

Occupation	1939	1944
	Rs. p. m.	Rs. p. m.
Technical		
Engineer	70—80	130—200
Engine-Driver	25—30	35—70
Oilman	16—20	23—40
Firemen	30	48—60
Mochi (Cobbler)	25—30	30—70
Fitter	45—50	60—100
Ordinary—		
Gin-feeders (women)	As. 4 per day	As. 6—As. 12 per day.
Opener-coolie	As. 7—As. 8 per day.	As 14—Rs. 1-8-0 per day.

*Excluding dearness allowance.

It can be seen from the above that while wages of ordinary workers are almost the same in every concern salaries of technical workmen differ considerably from factory to factory. This is largely due to difference in skill and experience of workers. In two factories contract labour is also employed. The contractor there is usually the opener-coolie who has worked in a previous season. He contracts with the proprietor of the concern to keep the gins well-fed throughout the day by supplying dust-free *kapas*. He works with his own men on the opener and his task includes sending *kapas* to the gins with the help of his workers. For these two processes, namely, running the dirty *kapas* through the opener and reaching clean *kapas* to the gins, he is paid As. 10 per gin per working day. Usually the same person enters into a second contract for removing ginned cotton from the ginning room and dumping it in the godowns. For this he is paid As. 3 per gin per day. This means that mainly the technical staff and the gin-feeders are employed and paid directly by the employers, and other workers are employed and paid through contractors.

The profits of the contractor vary directly with the number of gins worked. If 16 gins work on a particular day, the contractor is paid Rs. 10 for the first two processes. He would employ five workers on the opener and pay them Rs. 1-4-0 per day per head. His total payments would be Rs. 6-4-0 and, therefore, he would get Rs. 3-12-0 for himself. If, however, the number of gins working on a day goes down, his margin of profits is reduced, for if the number of gins working on a day is reduced to 5 or 6, the opener coolie in any case cannot do without three additional hands and his own earnings, therefore, would not be more than Rs. 1-8-0 for the day. Wages paid to workers employed through contractors are not different from those paid to workers employed and paid directly by employers, but, as a rule, contract labour is over-worked and for the amount of actual labour put in, contract labour is definitely paid less than the directly-employed labour.

In another factory the terms of contract were different. There the contractor agreed to charge As. 7 for cleaning and ginning one maund of *kapas*. To be more exact, the weight of ginned cotton and not that of *kapas* was to be taken into account. About 65 maunds of cotton is ginned daily. For this the contractor gets Rs. 28-7-0. He pays As. 12 per day to gin-feeders (all women) and Rs. 1-8-0 per day to other coolies who are all men. He employs 12 men and 8 women and, therefore, his total payments are Rs. 24 per day and he saves Rs. 4-7-0 per day for himself.

Dearness Allowance.—This is paid only in one factory which combines ginning with spinning and weaving. The rates are as follows :—

Those who earn Rs. 20 or less in a month—Re. 0-10-6 per rupee.

Those who earn over Rs. 20 in a month—Re. 0-8-0 per rupee.

In the same factory, an attendance allowance of Rs. 3 per month is paid to those workers who have been absent for not more than two days but this is given only to workers in the spinning section and hence does not concern us.

Overtime.—Only in one newly established concern, overtime is worked. No registers are maintained but since overtime is worked only on Sundays, and daily payments are made, the difficulty of calculation does not arise. Since that is a very new concern, this may be excusable for the time being. In other concerns no overtime is worked. In no factory are fines imposed or deductions made. In three factories, all workers except the technical staff are paid every week on Mondays, the technical men being paid monthly, by the 7th. In the fourth factory, the wage-period is one month and payments are made by the 7th. Sundays are not worked in any cotton ginning factory. Besides, some

of the festivals are also observed as holidays. It may be noted here that workers are paid neither for Sundays nor for holidays, and hence when a factory does not work, its workers go elsewhere and engage in old work.

III.—Working Conditions.

Shifts and Hours of Work.—The position as regards shifts and hours of work can be seen from the following table :—

TABLE 30.

Shifts and Hours of Work.

Unit	No. of Shifts	Hours.	Spreadover
1	3	8 a.m. to 4 p.m. 4 p.m. to 12 midnight. 12 midnight to 8 a.m.	8 hours.
2	1	2.30 p.m. to 12.30 a.m.	10 hours.
3	1	8 a.m. to 1 p.m. 3 p.m. to 7 p.m.	11 hours.
4	1	Do.	Do.

As stated earlier, cotton ginning is not the main industry in any of the above concerns and it often happens that even when the factory is working, ginning section may not work. There are no overlapping shifts in the ginning section of these concerns.

Ventilation and Lighting.—There are three main rooms in a ginning factory and their conditions may be described separately.

1. *Line-shaft.*—This is usually an underground room where wheels are installed. Round these wheels leather belts are wrapped and these are connected to the ginning machines in the room above. The distance between one wheel and another is very small, about 2', and these wheels are at a distance of 3 ft. from the wall of the room. The *Mochi* (Cobbler) has to move between one wheel and another, or between the wheels and the wall of the room. It is his duty to arrange the belts on the wheels and to repair any damage to the belts. Very often he has to go and repair belts or to arrange them while the machinery is working. The man has to be very very cautious and has to wear close-fitting garments. One would expect that such a room would be properly lighted but in all the above factories lighting arrangements were very unsatisfactory. In a room whose dimensions were 30 ft. by 16 ft. two bulbs of only 25 watts each were provided. The light was absolutely inadequate. The result is that quite a few accidents occur in these rooms though they are seldom reported. If the cobbler has loose *dhoti* or turban on, these get caught between the wheel and the belt and in his effort to extricate them, he entangles himself. There are no arrangements for ventilation in this room and the inside of the room is very dirty, dingy and damp. It is surprising that no objections are ever taken to these unhealthy conditions.

2. *Opener-room.*—This is not a closed room and hence lighting in the day is adequate. It is not necessary to work the opener at night and, therefore, artificial lighting is not required. Ventilation is also good but air near the opener is dusty and there is no arrangement for removing the dust.

3. *Ginning-room.*—This is the most important room in the whole factory and it is here that ginning is done. All concerns in this centre have ordinary rolling ginning machines. In other centres ginning machines with saws have been installed. The size of a room having 16 gins in it, is 40 ft. by 20 ft. Under the Factories Rules of the Punjab one window per gin is required. This requirement is met everywhere. The general appearance of the room is very

dirty, and it is exceedingly difficult to remain in it for long. The gin-feeders, who were all women, had wrapped pieces of dirty cloth round their noses to filter the air. The whole atmosphere was surcharged with dust and cotton particles and there was no arrangement to clean the air inside the room except the windows in the walls. Exhaust fans were not found in any of the concerns whether big or small. There was adequate floor space per worker, about 15 sq. feet, and inside the ginning room there is not much congestion. No effort was made to keep the room clean and dirty rags, etc., could be seen lying here and there. There were no special arrangements for protection against heat but it may be mentioned here that since none of the factories work in the summer season, this is not very objectionable.

Shelter.—There was a shelter only in one factory. Others had no place where workers could sit or rest during the rest intervals. The size of the shelter in the above-named factory was 43 ft. by 50 ft. and it was all *pucca* brick work. A couple of wooden benches were also placed there. If one keeps in mind that there are 706 workers in the whole factory, it would be apparent that one shelter of the above-noted size is very inadequate. Further, the room was seldom cleaned though the factory employed 8 sweepers. In other concerns workers squatted in dirty places to take their meals. Some of them went to their houses.

IV.—Welfare Activities.

Sanitary arrangements.—Before giving the number of latrines and urinals, it is necessary to say that sanitation is deplorable in all the ginning factories. Everywhere there are service latrines and they are cleaned only once a day at the most. This means that for the whole day they remain dirty and foul smelling. Besides, the number of urinals and latrines is very inadequate and whenever the Factory Inspector is able to inspect the factory, he comments very adversely on sanitary arrangements. The following table will give some idea of the inadequacy of the sanitary arrangements.

TABLE 31.

Sanitary Arrangements.

Factory.	Daily Number of workers.	Number of latrines.	Number of urinals.	Number of taps.
I	62	2	Nil	2 Hand pumps
II	40	7	2	5 ,,
III	35	4	2	2 ,,
IV	(700 in all) 14 in Ginning Section.	25	18	2 ,,

There are separate latrines and urinals for men and women only in two factories.

The menagement is entirely unenlightened and seldom very kind or sympathetic towards employees. Hence it is that welfare activities are conspicuous by their absence in these factories. Only in one factory there are suitable arrangements for storing drinking water. A tank has been built and there are a number of taps so that workers have no difficulty on this account. In other concerns, the proprietors said that, in summer, water was kept in earthen pitchers. In no concern was there a dispensary or a doctor but an ill equipped first-aid Box was found every where. Besides, these factories are situated in the suburbs of the town and no conveyance is available. There are no telephone connections either. Hence when there is an accident, medical aid is bound to be delayed considerably. In one

factory only a qualified compounder on Rs. 40 p. m. is employed but serious cases are sent to the hospital in the city. There are no canteens or creches in any factory nor are there any facilities for the education of adult workers. There are no grain shops anywhere. One factory has installed a Radio set with loud speakers for workers' entertainment in the evenings.

The proprietors of these concerns regard any expenditure on welfare activities as inexcusable waste. Generally the plea is that workers misuse facilities granted to them. The management is entirely unenlightened and seldom very kind or sympathetic towards employees. Hence it is that welfare activities are conspicuous by their absence in these factories.

V.—Housing.

In the case of two factories no housing accommodation is provided. In another, only the technical staff is housed by the owners, free of rent. This is a new concern and skilled workers being brought from different districts, it was necessary to give them living accommodation. In the fourth concern, housing is provided to about 300 workers out of a total of 600 and the percentage, therefore, is 50. The supervisory and technical men are given rent-free accommodation but the workers are charged rent.

Types of houses.—There are three types of quarters. Single quarters are one-room tenements, without verandah and built in lines. Flooring is of mud in all the quarters. Re. 1 is the rent of these rooms which have mud floor and also mud walls. The second type is with *pucca* walls and Rs. 1-8-0 is charged as monthly rent. The third type consists of family quarters with Rs. 2 per month as rent. These quarters have a closed verandah (10′ × 6′) and there is some privacy in these. There are separate quarters for women workers. Rent for them is Rs. 1-8-0 per month. Generally, women have some other relative of their living with them in the quarters. No woman worker is housed, who has no relative to live with them.

Almost in half the quarters (single-room tenements) two to four persons live. If separate cooking arrangement has to be made and two *choolhas* are built inside the room, conditions become very bad. There is no regulation against subletting and though the quarters are rented out only in the name of the workers, three or four persons may be found living in one room. There is, therefore, congestion caused largely by sub-letting.

Sanitation and water-supply.—There are only three hand-pumps and two wells at the disposal of these 300 workers, and there are no bath rooms either for men or for women. Women were seen bathing under open taps. There were twenty five latrines in all and some were kept separate for women but they were extremely dirty. No sweepers were employed for these latrines separately and the result was that by noon the receptacles became full, making the vicinity unbearably stinking. White-washing and disinfection had not been done for ages and the general appearance of the quarters was very dirty.

Some of the workers complained that in providing accommodation, just claims were often disregarded and only those were allotted rooms who had the backig of some influential employee of the concern. In some cases a little "tipping" seemed to do the trick! However, there are no objective criteria for providing accommodation and it is entirely at the discretion of the managing director.

The houses provided for the supervisory and technical staff, besides being rent-free are also better. In each there are two rooms (10′ × 8′, or 12′ × 10′), one kitchen, one bath room, one latrine and one hand pump. Most of them, however, look old and dilapidated. There are a few newly-built *pucca* brick houses which are inhabitable.

VI.—Trade Unions and Strikes.

There are no Trade Unions or Works Committees in any of the concerns and this is not surprising in view of the fact that this is a seasonal industry. Unless stable labour can be maintained, possibilities of the formation of any union are meagre. As a rule, the employers look askance at all attempts to form unions and hence no union has so far been formed and hence the workers cannot conceivably go on strike.

VII.—Working of the Labour Acts.

All the four factories surveyed come under the Factories Act and while all employers claimed that the provisions were being complied with, one has only to visit a factory to see the extent of evasion. Attendance registers do not show the designation of the worker. Pay rolls are kept in a peculiar way so that checking of incorrect entries may be impossible. Entries are made in pencil at first so that manipulation may be possible later. The Secretary of the Amritsar Labour Federation complained that the Payment of Wages Act was being disregarded in most of the concerns and payments were made only at the convenience of the proprietors. As will be stated later, there have been only two cases where compensation was paid during the last 10 years. It transpires that cases of accidents are seldom reported and this seems to be true because under the conditions actually seen in the factories, accidents are likely to occur with greater frequency.

Occupational Diseases and Accidents.—No machinery exists for detecting this and no workers are aware of their rights. Even the proprietors of three factories were entirely ignorant of the law on this point. Bronchitis may be the most probable occupational disease here (though not in the strictly legal sense) ; but as long as the industry remains seasonal and there is no periodical medical examination of workers there are no possibilities of its being detected. In one factory alone, two accidents have so far occurred. One occurred in 1939 and in this case the whole arm of a coolie working on the opener was crushed. He was pushing *kapas* into the machine when his hand was caught in between the circulating roller and the machine and was crushed before the machine could be stopped. The whole arm had to be amputated. The compensation was Rs. 400, and since workers were not insured against accidents, the proprietor had to pay it. The amount was fixed by mutual agreement but under the law it would have been nearly 50 per cent. more. In the same factory another accident occurred in 1944. Again an opener-coolie was involved but this time the man lost only two fingers and was paid Rs. 150 as compensation.

CHAPTER VIII.—SUMMARY AND CONCLUSIONS.

It has been estimated that at present there are about 120,000 workers employed in this industry. After the entry of Japan into the present war, the Eastern market for India's ginned cotton collapsed with the result that there has been a downward trend in employment in recent years. The export of cotton bales dwindled during these years from about 2,947,000 bales in 1939-40 to 300,900 in 1942-43. The Central Provinces and Berar combined with Bombay Khandesh—the black-soil region—accounts for 55 per cent. of the total number of factories and about 37½ per cent. of the total number of workers employed. The other important Provinces are Madras, the Punjab and Sind, although the industry is found scattered in some other Provinces and States. The industry is mainly seasonal and excepting Hubli in South Bombay, the factories work intermittently. However, according to the cultivation of cotton, the season differs from region to region. It has been found that on an average the factories work for about 150 days in the year. The industry has two main peculiarities. In the first place, it is generally found combined with other industries, e.g., rice-milling, oil-milling and groundnut

decortication. This is in a way advantageous to the workers, as in most cases they can be switched off from one to another occupation according to the availability of work. The second peculiarity is the Pooling System found in most centres. This system is being increasingly favoured by employers in order to concentrate production in a few factories so as to eliminate waste and competition. But it appears that the system has proved somewhat harmful to the workers' interests. Though Madras had prohibited it, in other Provinces there is no check upon this system ; and there is evidence that even in Madras, it flourishes surreptitiously.

Employment.

Most of the workers are unskilled and excepting Sind in most Provinces the labour force is highly unsteady and migratory. The workers not only move from factory to factory but from industry to industry. The tendency to migrate has been aggravated in recent years by higher wages available in bigger towns and under military contractors. The size of cotton ginning and pressing factories is generally small, but in one or two cases it has been big enough to give employment to as many as 300 to 400 workers. Workers are generally recruited by dealer-merchants or by contractors. Before the War, no recruitment agencies were necessary. The workers just presented themselves at the gates. The dearth of workers is responsible for the new system of recruitment which requires *sardars* and contractors to visit the villages. In Sind, for example, almost all cotton ginning and pressing labour is obtained from outside the Province. Technical staff also is not available ready at hand and has to be imported from distant places and are paid travelling allowances. During the slack season, workers have to fall back on other resources. Most of them go back to land while some have their private businesses. The number of workers joining other industries is also considerable. All unskilled workers are temporary. Even amongst the technical staff at certain places the tenure of service lasts for the season only. This is particularly so in the C. P. and Berar and Khandesh. Such of the workers as are permanent are entitled to special privileges, like leave with pay, etc. In the smaller factories, there are no Standing Orders governing the relations between employers and workers. Managers have their own way in matters of dispute. Even in large firms, in spite of such rules and orders, much depends upon the will of the management and little use is made of the rules and orders.

Wages and Earnings.

The wage level is highest in Sind and Madras. The higher wages in Sind and Madras may be due to higher efficiency as also to local demands for labour from competing industries. As can be seen from the following table there is a wide range between the highest and lowest paid among even the unskilled workers.

TABLE 32.

Range of Wages of Unskilled Workers.

Province.	Occupation	Daily average earnings.
		Rs. as. ps.
C. P., Berar and Khandes	Kapas pickers	1 3 0
	Gin feeders	0 5 0
Bombay (Gujerat)	Kapas carriers	1 13 6
	Cotton pickers	0 13 3
Bombay (Hubli)	Lasher	1 14 0
	Gin feeder	0 7 0
Madras	Khalasi	2 8 0
	Kapas picker	0 7 0
Sind	Jholiwala	2 5 6
	Yellow picker	0 12 3
Punjab	Minimum between As. 6 and As. 12. Maximum between As. 14 and Rs.1 -8-0.	

Amongst the technical staff also a similarly wide range can be observed. It seems while fixing the salary, the size of the factory, the nature of the work, seniority in service and the market demand for technicians are the main factors influencing consideration.

Dearness allowance is paid to the monthly-paid staff in most factories. There did not appear to be any definite principles on which this was based. Only in one concern it was based on the cost of living index of the Province. Bonus is paid in a very few factories and wherever it is paid, it is restricted to the monthly-paid staff and is dependent upon profits earned. Mention may also be made of the "yield" wage paid in one of the Tirupur factories to the mechanical staff for quantities of cotton ginned in excess of a standard prescribed.

Unskilled workers rarely do any overtime work. In some of the factories in the busy season, only the technical staff is called on holidays or are asked to work extra on the working days. During the investigations it was found that in very rare cases overtime payment was made according to the rules under the Factories Act. In certain cases, it was noticed that no separate register was maintained for recording overtime work. As regards deductions, it is true, though surprising, that no illegal deductions are usually made in these factories. The wage-period of unskilled workers is generally a week and of the technical staff, a month. No cases have been noticed of payment being withheld. In some places, payments were made on holidays. The usual holidays or rest days are the bazaar days in most factories. In others, Sunday is a declared holiday, while in some local ration days are holidays. On important festival days, such as Diwali, etc., the factories remain closed.

Working Conditions

In almost all the factories the single shift is worked. In a few factories (in Gujerat) there are two shifts. Occasional double shift is worked in some Tirupur factories, while there are three straight shifts in one Amritsar factory. In general, the working hours are 10 and the total spreadover 11 hours, but in C. P. and Berar and Khandesh, factories work for nine hours with an hour's recess. In some of the factories in this area, the spread-over is as big as 13 hours. Ventilation and lighting are poor in many of the factories in Amritsar and in C. P. and Berar and Khandesh. No factory seems to have taken any precautions to protect the workers from the dust evil. Shelters also are rarely provided, the usual argument being that they are not necessary as the workers lived nearby. Wherever latrines and urinals were at all provided, they were found insufficient in number and also extremely filthy. Arrangements regarding drinking water are also unsatisfactory. In many factories, drinking water is not even available. In some arrangement is made to supply water in earthen pots. But in one or two factories, even these were found empty and dry.

Welfare Activities.

As may be expected, employers are generally apathetic so far as welfare is concerned. Medical facilities in a majority of factories were found non-existent, except for the first-aid box, which was generally ill-equipped and empty. In Mirpur Khas, a couple of firms have employed part-time doctors. A few factories in C. P. and Berar contribute to the local municipal hospitals where workers get free treatment. There are no other welfare activities worth the name. In spite of a large number of female workers in many places, creches were conspicuous by their absence.

Housing.

Imported labour to a great extent is provided with housing in Palej, Broach, Amritsar and Mirpur Khas. But nowhere is the housing quite satisfactory. The quarters are single-room tenements of the *kutcha* type and devoid of ventilation or lighting. Sanitary arrangements are extremely poor

To add to this, in many places, more than one family is crammed into a single room. In Amritsar, rent was found charged to workers according to the type of tenement. A large majority of factories, however, provide housing to their superior staff and these quarters are far superior to those for unskilled workers. A special mention must be made of the quarters provided at Mirpur Khas which are probably the best labour quarters in the town.

Labour Legislation.

The Factories Act, which is applicable in most cases, is disregarded in many ways and particularly in regard to sanitation, hours of work, overtime, payment for overtime, employment of children, etc. In Sind alone, it was estimated that as many as 2,000 children were employed. This preference for child labour is due to the lower wages of children. If there are some managers who are ignorant of the provisions of the Act, there are others who are negligent and careless, because of the inadequacy of the provincial inspectorates. Lastly, the Act is inoperative in several respects, mainly because of the light punishments imposed when employers are convicted for breach of law. The Workmen's Compensation Act also appears to be frequently infringed and disregarded. In most factories, workers are paid " hush " money so as to nip the trouble in the bud. At other places, minor injuries causing temporary disability go unreported and even in the case of major injuries, it is doubtful if workers ever get their full due. The Provincial Maternity Benefit Acts, though applicable in most places, do not appear to be quite successful. Either the employers as well as women workers are ignorant of the provisions of the Acts, or the women are dismissed at the first sign of pregnancy. At some places, they were deprived of the benefit on the ground that the qualifying period is not completed.

Miscellaneous.

It was seen that in most of the factories, workers suffered from bronchitis, asthma and T. B. This was attributed by medical practitioners in the localities investigated mainly to the nuisance of dust and cotton fibre which are inhaled by the workers during work. Accidents mostly occurred near the cotton-opener and the line-shaft. The workers are in the habit of putting their hands into the opener and if they were provided with wooden handles to push in the cotton, the accidents could be avoided. In the case of line-shafts, workers got caught in the machinery owing to inadequacy of the flooring space, lack of light and ventilation and improper clothing worn by them.

B. P. ADARKAR,

Member.

SIMLA,
The 1st August 1945.

APPENDIX I.

A Note on Pooling Agreements.

Fairly early it was realised by the factory owners that the demand for cotton bales was not so large as could keep all the factories busy throughout the season, and the formation of pooling agreements was the only way out of the difficulty—from the viewpoint of the industrialists. The Indian Cotton Committee of 1919 (Report, p. 192) found the pooling system " in many ways objectionable and prejudicial to the interests of the cultivator." The Royal Commission on Labour (Report, pp. 81-82) also considered this question and concluded that " for the abuses to which pooling gives rise, as for other evils, the proper remedy is the provision of an adequate inspecting staff." During the course of the present enquiry it was confirmed that factory owners in all the important ginning and pressing centres throughout the country formed " pools ". The necessity of forming pools arises out of the fact that if all the gins and presses work throughout the season, the supply of cotton bales would far exceed the demand for them, thus depressing cotton prices and causing huge carry-overs. Apart from this, the overhead expenses incurred by the factories raise the average cost of production. It is, therefore, to obviate difficulties such as these that pooling agreements are entered into.

The nature of such agreements differs from place to place. At Lyallpur, for instance, some members of the pool do not work their factories for the whole season but share in the proceeds of the pool in proportion to the strength of their pressing and ginning machinery. In the next season, another group of proprietors do not work and the process is continued for the duration of the agreement. In such an arrangement those members who have to keep their factories closed do not make any payments into the pool but only share the profits. Payments into the pool are made only by those who carry on the ginning and pressing operations and the rates of payment are per maund of cotton ginned or per bale of cotton pressed. Arrangements are slightly different in the C. P. and Bombay centres—Amraoti, Akot, Khamgaon, Dhulia, Pachora and Hubli. In these centres it was found that all the parties continued working and divided the income of the pool among themselves in a proportion which corresponded to their respective strength of gins and presses. This, however, is a minor difference. The details of a typical pooling agreement are given below. These points are summarised from a Pool Agreement in force at Jalgaon (East Khandesh).

(1) The contracting parties continue to be absolute owners of their respective factories.

(2) They agree to work their factories during the contract period and to charge for pressing cotton into bales at a fixed rate of (say) Rs. 10 per bale ; this is termed " the minimum pressing rate ".

(3) Out of this amount (say) Rs. 8 is retained by the factory. This is termed " the retention amount ".

(4) The difference between the two amounts (*viz.*, Rs. 2 per bale) multiplied by the number of bales pressed by each contracting party during the preceding month has to be paid into the Pool.

(5) Contracting parties agree not to pay any rebate to their constituents either directly or indirectly, and if there is any breach of this condition, the party would be liable to a penalty of (say) Rs. 100 and the rebate amount is also payable into the Pool.

(6) The weight of each bale would be 392 lb. net of cotton.

(7) The Pool money is divisible among the contracting parties, in proportion to their respective strength of presses.

(8) To facilitate full working of the presses, factory may be kept closed by rotation.

(9) Each of the parties concerned should submit a daily statement showing the number of bales prepared by such party on the previous day. The Pool accounts shall be prepared and circulated every month.

(10) On default of any party in payment of moneys due to the Pool, the Trustees of the Pool may file suits in the local Court. For the purposes of such suits the returns made by the party to the local Municipality or any other Municipality as regards the number of bales pressed by the party shall be conclusive evidence. The Trustees have also the power to terminate the agreement by giving notice, in the event of such default.

(11) The Accounts of pressing work done shall be kept by each party and shall be subject to inspection by the contracting parties or the Trustees at all reasonable times.

(12) The out-of-pocket expenses of the Trustees shall be paid by the Pool. If any of the party remove their press factory or close it, the agreement shall be terminated as to such party, but it shall be binding on the remaining parties.

(13) The collection of the press in charge from customers shall be a responsibility of the parties themselves.

(14) During the currency of the agreement the parties shall keep and maintain the factory in a good working order.

(15) None of the parties shall erect any new pressing factory, or add to, or subtract from the existing number of presses in each factory, although they can replace and repair all presses and machinery.

(16) If there is any breakdown in a factory due to unforeseen circumstances, such party will nonetheless be entitled to receive their share in the Pool monies. The contracting parties can serve or otherwise dispose of their pressing factory, but subject to the same terms and conditions as mentioned herein, and the purchaser shall be bound by the terms.

(17) In the event of any new pressing factory being started in the locality during the contract period, the agreement shall be valid. If any dispute or difference arises as regards the Pooling Agreement, such dispute or difference shall be referred to arbitration, the decision of the arbitrator or umpire being final.

The interest in these arrangements from the standpoint of the present enquiry, lies in the effect which they have on the conditions of labour. This process of rationalization, there can be little doubt, cuts down employment considerably and the industrialist gains at the expense of labour. The main aim of those who form pools is to eliminate competition and to curtail supplies with a view to stimulate prices, and to maximise profits. In this way the total number of working days for all the factories is lessened—reducing the volume of employment. It may be said that where the effect of the agreement is to provide continuous employment for a longer period though to a fewer workers is favourable at least for that section of the workers. This arrangement, however, this hard that section of the workers which is deprived of work. It would, therefore, be in the intersts of labour as a whole to disperse the economic stress over a large number of workers, unless alternative employment is made available to those who are thrown out of employment in the pooling arrangement.

APPENDIX II.

TABLE 1.

Rates of Wages paid in the Mirpur Khas Cotton Ginning and Baling Factories.

		Unit 1.	Unit 2.	Unit 3.	Unit 4.	Unit 5.
Engineer (m)	1	190 0 0	..	..	185 0 0	150 0 0
	2	195 0 0	..	..	190 0 0	150 0 0
	3	220 0 0*	..	200 0 0	3000 0 0 (per annum)	160 0 0*
Fitter (m)	1	55 0 0	50 0 0	..	50 0 0	..
	2	55 0 0	55 0 0	..	50 0 0	..
	3	75 0 0*	70 0 0*	75 0 0	80 0 0	..
Oilman (m)	1	25 0 0	20 0 0	..	21 0 0	35 0 0
	2	25 0 0	22 0 0	..	29 0 0	35 0 0
	3	35 0 0	25 0 0	40 0 0	45 0 0	45 0 0*
Cobbler (m)	1	30 0 0	45 0 0	..	35 0 0	..
	2	30 0 0	36 0 0	..	37 0 0	..
	3	40 0 0*	33 0 0*	55 0 0	60 0 0	..
Fireman (m)	1	35 0 0	25 0 0	..	29 0 0	..
	2	35 0 0	28 0 0	..	35 0 0	..
	3	42 0 0*	35 0 0*	45 0 0	49 0 0	..
Opener coolie (d)	1	0 10 0	0 9 0	..	0 9 0	0 10 0
	2	0 12 0	0 11 6	..	0 11 0	1 0 0
	3	1 14 0	1 11 0	1 10 0	1 10 0	2 0 0
Gin feeders (women) (d)	1	0 6 0	0 7 0	..	0 5 0	0 5 0
	2	0 8 0	0 9 0	..	0 7 0	0 6 0
	3	0 10 0	1 2 0	0 14 0	0 12 0	0 12 0*
Yellow-pickers (d) (women)	1	0 5 0	0 7 0	..	0 5 0	0 5 0
	2	0 7 6	0 9 0	..	0 7 0	0 6 0
	3	0 10 0	1 2 0	0 12 0	0 11 0	0 12 0*
Jholiwalas—I	1	0 13 0	1 0 0	..	0 14 0	1 4 0
	2	1 4 0	1 12 0	..	1 1 0	1 8 0
	3	1 14 0	2 12 0	2 2 0	2 8 0	2 8 0
Jholiwalas—II (d)	1	0 12 0	0 12 0	..	0 12 0	1 4 0
	2	1 0 0	1 2 0	..	1 0 0	1 8 0
	3	1 10 0	2 1 0	2 2 0	2 6 0	2 8 0
Platform coolies (d)	1	0 10 0	0 8 0	..	0 8 0	0 12 0
	2	0 12 0	0 10 0	..	0 12 0	1 0 0
	3	1 6 0	1 6 0	1 6 0	1 6 0	1 8 0
Loading and Unloading (Contractor's Labour (d)	1	..	..	..	..	..
	2	..	..	..	..	..
	3	2 4 0	3 2 0	1 12 0	2 0 0	2 4 0
Kapas handling (Contractor's Labour (d)	1	0 14 0	0 12 0	..	0 10 0	1 0 0
	2	1 6 0	1 10 0	..	1 2 0	1 8 0
	3	2 4 0	2 8 0	1 12 0	1 12 0	2 4 0
Carpenter (m).	1	40 0 0	45 0 0	..	45 0 0	..
	2	50 0 0	45 0 0	..	50 0 0	..
	3	60 0 0	60 0 0	70 0 0	75 0 0	..
Women at the Press (opening bags) (d)	1	0 8 0	0 8 0	..	0 8 0	..
	2	0 10 0	0 12 0	..	0 10 0	..
	3	0 15 0	1 0 0	..	1 10 0	..
Men at the Press (d)	1	1 0 0	1 0 0	..	0 15 0	No press here.
	2	1 4 0	1 6 0	..	1 4 0	
	3	2 4 0	2 4 0	2 4 0	2 4 0	

†Entitled to a separate dearness allowance also.

1. Average wages paid in 1939-40.
2. Average wages paid in 1942-43.
3. Average wages paid in 1944-45.

(m) Monthly-paid.
(d) Daily-rated.

APPENDIX III.

A Note on Two Factories in Baroda.

(Some scrappy information was available for 2 concerns in Baroda)

This note is based on the information supplied by the Government of the Baroda State as regards labour conditions in two concerns—(i) the Ahmedabad Advance Mills Ltd. Cotton Gin and Press Factory ; and (ii) the Baroda Ginning and Pressing Company, Ltd. From the information available, it would appear that labour conditions in these factories are much the same as in the C. P. and Berar and Khandesh, though the working season here is somewhat shorter and lasts from February to May.

Employment.

Of the two factories investigated, the Baroda Ginning and Pressing Co is a big factory employing 223 workers daily, and the other one, *viz.*, the Ahmedabad Advance Mills Ltd., is a comparatively small factory employing on an average only 123 workers. The contract system is prevalent. Out of a total of 346 workers employed in the two factories, as many as 281 or 81.2 per cent. are employed by contractors. Nearly half the total employment in these factories consists of women. Details as regards employment are given in the table below.

TABLE 1.

Figures for Employment.

	Unit 1.						Unit 2.
	1939.			1944.			1944.
	Men.	Women.	Tota.	Men.	Women.	Total.	en and Women.
Employed and paid directly	1	1	32	34	3	37	28
Employed and paid by contractors	38	46	84	30	56	86	195
Employed through contrctors but paid directly.	..	..	..	..	..	..	..
Total	69	47	116	64	59	123	223

Information regarding the length of service of operatives was not available but as all the workers are dismissed at the end of the season, no worker could possibly have more than a few months' continuous service to his credit. There is no system of graded or time-scale promotion in any of the factories, but the rates of wages at the time of recruitment are fixed after considering the cost of living in the locality. Labour turnover and absenteeism appear to be negligible in these factories. Workers prefer to work in the same factory for the whole of the season. The extent of absenteeism could not be ascertained due to the prevalence of the *badli* system and when a worker has to absent himself, he sends a substitute, usually one of the members of his family.

Wages and Earnings.

No information was available regarding the rates of wages paid in 1939. Only the current rates were supplied and these are given in the following tables.

TABLE 2.

Rates of Wages (Unit 1).

Occupation	Maximum	Minimum	Average.
	Rs. as. ps.	Rs. as. ps.	Rs. as. ps.
Engineers	108 5 4	66 10 8	87 8 0
Fitters	50 0 0	50 10 0	50 0 0
Firemen	60 0 0	60 0 0	60 0 0
Mochi	45 0 0	45 0 0	45 0 0
Oilmen	30 0 0	20 0 0	24 2 8
Carpenter	60 0 0	60 0 0	60 0 0
Mate to Carpenter	25 0 0	25 0 0	25 0 0
Cotton Carriers	26 0 0	26 0 0	26 0 0
Seed Carriers	16 4 0	16 4 0	16 0 0
Gin Attendants	13 0 0	13 0 0	13 0 0
Sweeper	13 0 0	13 0 0	13 0 0
Press Coolies	26 0 0	26 0 0	26 0 0

TABLE 3.

Rates of Wages (Unit 2).

Occupation.	Maximum.	Minimum.	Average.
Drivers	55 0 0	25 0 0	40 0 0
Engine Oilers	25 0 0	14 0 0	19 8 0
Fitters	55 0 0	30 0 0	43 0 0
Oilers	22 0 0	20 0 0	21 0 0
Firemen	32 0 0	32 0 0	32 0 0
Carpenters	51 0 0	51 0 0	51 0 0
Blacksmiths	35 0 0	35 0 0	35 0 0
Hammermen	24 0 0	24 0 0	24 0 0
Cobblers	43 0 0	43 0 0	43 0 0
Coolies	23 0 0	15 0 0	18 10 8

No separate dearness allowance or bonus is paid in either factory. It was claimed that overtime work was never resorted to. Wages are paid weekly, though in one of the factories, the engineers are paid Rs. 650 and Rs. 400 for the entire season. The factories observe a weekly holiday, usually on Sundays.

Working Conditions.

Both the factories work one shift a day of 10 hours' duration. The spread-over is 11 hours, there being a rest interval of 1 hour between 1 and 2 p.m. The conditions as regards lighting, ventilation, floor area, etc., are reported to be satisfactory. The Ahmedabad Advance Mills Ltd. have built a shed (51′ × 19′ × 16′) for the use of their employees but most of the workers come from the neighbouring localities and they prefer to go home for meals. In the other factory no shelter has been provided

Welfare Activities.

The number of latrines and urinals in the factory premises is regarded as adequate. As regards water-supply, one or two wells are dug in each factory. In summer, cool water is supplied to workers in both the factories. In one factory, only a first-aid box is maintained ; but in the other arrangements for medical aid have been made with a local M.B., B.S. private practitioner. Sick and injured workmen are sent to the doctor with a factory chit. At the end of the month the factory makes payments to the doctor on the basis of the number of cases. In the same factory, a restaurant is run by an outsider and eatables are sold to the workers at market prices. Also, in both the factories foodgrains like rice, *jowar*, wheat, *dal*, etc., are supplied to the workers at controlled rates.

Housing.

In both the factories, free quarters are provided as far as possible to all and especially to those who come from outside the town. In one factory, the skilled hands are housed in one-room tenements. Rooms are 16′ × 15′. There are 25 huts for ordinary workers also. In the other factory, six tin sheds have been allotted to the mechanical staff. Workers in these factories are not allowed either free oil or fuel.

Miscellaneous.

The State has its own Factories Act, Workmen's Compensation Act, and Payment of Wages Act. Extracts from these are prominently displayed on the premises of the factories. No complaints were made about the non-observance of any of these Acts. Cases of occupational diseases had not been observed, nor, it is claimed, had any accidents occurred till the date of enquiry. There have been no strikes so far, nor have the workers been able to organize a union. In one of the two units, advance payment is made to the workers in case of necessity, but loans are not advanced. There are no other facilities for the workers.

APPENDIX IV.

A Glossary of Indian Terms.

Adhiwala.—One filling loose cotton in gunny-bags.
Ambaram.—A Tamil word meaning heap.
Atti.—Useless cotton (yellow stains, etc.).
Badli.—A substitute worker.
Barbandh.—One filling the loose cotton in gunny-bags.
Bardan.—A gunny-bag.
Bodh.—A gunny-bag filled with cotton.
Bodhwala.—One filling the cotton in gunny-bags.
Boja.—Same as *bodh.*
Bondri.—A gunny-bag.
Bondriwala.—A gunny-bag carrier.
Borah.—A gunny-bag.
Charakhawala.—Gin feeder.
Chhadiwala.—Loose cotton (sometimes half-pressed cotton) bag pusher from opener to the box.
Dabale.—Cotton pressers or lashers.
Dalewala.—Worker carrying cotton to the gin.
Dhagla.—A heap of cotton.
Dokra.—A gunny-bag.
Galewala.—Ginned cotton carrier.
Garwala.—Worker breaking open the half-pressed gunny-bags and making the cotton loose.
Gutteria.—Raw and ginned cotton picker who picks cotton falling on the ground when it is being carried from one place to another.
Koliya.—Ginned cotton carrier (from the godown to the pressing factory).
Jariwala.—Worker carrying gunny-bags to the press.
Jholi.—Bag.
Jholiwala.—Bag carrier.
Judiawala.—Raw cotton carrier.
Kachhiwala.—Raw cotton carrier.
Kadiwali.—A reliever.
Katawala.—Weighment coolie.
Kavadiwala.—Worker removing loose cotton from or throwing it into the opener.
Khalasi.—A general name given to odd coolies.
Khandy or *Candy.*—Avoirdupois unit of ginned cotton containing 20 maunds.
Labadi.—Weighment man ; or cotton preeser and lasher.
Labariwala.—Weighment man.
Larriwala.—Worker carrying half-pressed cotton to the pressing factory.
Machangwa.—Worker filling cotton in gunny-bags.
Mochi.—Cobbler.
Mukadam.—Mate (male).
Mukadami.—Mate (female).

Pagri.—Turban.

Pala coolies.—Workers employed in cleaning cotton.

Palang.—A wooden structure 12′ × 6′ kept in press factory in which the Pala coolies can conveniently sit to make loose and clean cotton.

Palledar or *Pallewala.*—Cotton-bag carrier or a worker making cotton loose.

Pombdiwala.—Cotton picker (i.e., cotton which falls on the ground when the bales or bags are being carried to the pressing factory).

Rali.—Gin feeder.

Reja.

Rejas.—Female coolies.

Sarkiwala.—Cotton-seed carrier.

Suriwala.—Gunny-bag cutter.

Tolewala.—Weighment coolie.

Vasalawala.—Worker who cleans the cotton bale cover.

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LABOUR INVESTIGATION COMMITTEE

GOVERNMENT OF INDIA

REPORT

ON

AN ENQUIRY INTO CONDITIONS OF LABOUR IN THE COTTON MILL INDUSTRY IN INDIA

Cx-h-49

BY

S. R. DESHPANDE

Member, Labour Investigation Committee.

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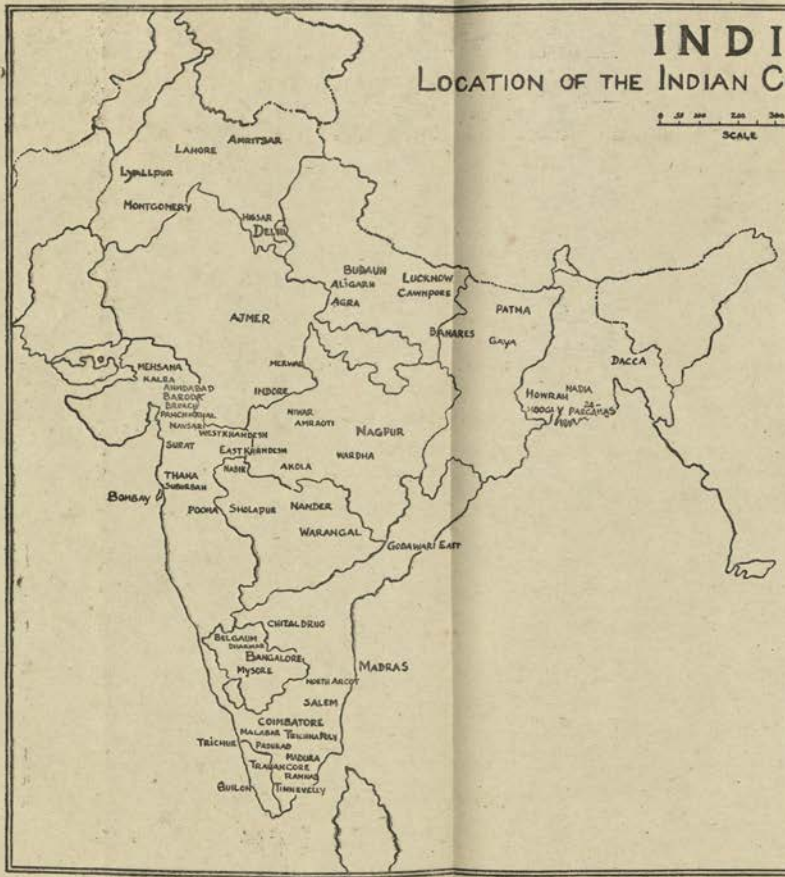
INDIA

LOCATION OF THE INDIAN COTTON MILL INDUSTRY



DISTRICTS AND CENTRES (SHOWN IN THE MAP) IN WHICH MORE THAN 500 PERSONS ARE EMPLOYED.

1. Bombay	201526	33. Niwar	2931
2. Ahmedabad	123810	34. Akola	3271
3. Broach, Panch Mahals	8346	35. Amraoti	2481
4. Kaira	2835	36. Patna	575
5. Surat	239	37. Gaya	2429
6. Thana	566	38. Hissar	2563
7. Bombay Suburban	16413	39. Lahore	1271
8. East Khandesh	6305	40. Amritsar	1383
9. Nasik	666	41. Montgomery	3443
10. Poona	1696	42. Lyallpur	3830
11. Sholapur	34460	43. Delhi	14066
12. Belgaum	2730	44. 24 Parganas	15867
13. Dharwar	3958	45. Nadia	1916
14. West Khandesh	2807	46. Hoogly	5867
15. Arcot North	618	47. Howrah	8697
16. Coimbatore	35209	48. Dacca	7753
17. Godawari East	905	49. Ajmer	2620
18. Madras	12860	50. Merwar	5010
19. Madura	17604	51. Baroda	11,080
20. Malabar	3553	52. Navsari	5867
21. Ramnad	714	53. Mehsana	8628
22. Salem	3672	54. Bangalore	12784
23. Tinnevelly	12947	55. Mysore	7308
24. Trichinopoly	758	56. Chitaldurg	1060
25. Benares	2690	57. Indore City	28142
26. Budaun	1139	58. Guilon	750
27. Cawnpore	44480	59. Trichur	2500
28. Lucknow	1736	60. Padukad	700
29. Agra	2555	61. Nander	2467
30. Aligarh	3105	62. Warangal	2284
31. Nagpur	16201		
32. Wardha	5067		

PREFACE.

The Tripartite Labour Conference at its meeting in September 1943 recommended the setting up of a machinery to investigate questions of wages and earnings, employment and housing, and social conditions generally, with a view to provide adequate materials on which to plan a policy of social security for labour. In pursuance of that resolution, the Labour Investigation Committee was appointed by the Government of India by Resolution No. L-4012, dated the 12th February 1944 to carry out the investigations. The Committee was instructed to extend its investigations generally to all industrial and semi-industrial labour covered by the Royal Commission on Labour in their Report, with the addition of certain other categories. The Committee was asked by the Government of India to decide in each case the most suitable manner of conducting the enquiry. The Government, however, considered that the method of enquiry should not merely consist of sending out questionnaires to Government agencies and Employers' and Workers' Associations, but should also comprise specific enquiries in individual concerns based on representative sampling.

2. In India, in spite of the quite comprehensive enquiries made by the Royal Commission on Labour and a few Committees appointed by the Provincial Governments, there have remained large lacunae in regard to information on labour conditions in several industries. In particular, broadly speaking, the method of direct enquiry on the spot has not been adopted on a sufficiently wide scale so as to cover the entire industrial structure. Moreover, certain industries, like cotton textiles and coal mining, have received greater attention than others, and even as regards these industries, comprehensive information on an all-India basis has not been available. With a view to making up this deficiency as well as to bringing the available information up to date, the Committee decided that *ad hoc* surveys should be carried out in various industries so as to secure a complete picture of labour conditions prevailing in each. The following industries were selected for the purpose :—

A. *Mining.* (1) Coal. (2) Manganese. (3) Gold. (4) Mica. (5) Iron Ore. (6) Salt.

B. *Plantations.* (7) Tea. (8) Coffee. (9) Rubber.

C. *Factory industry.* (10) Cotton. (11) Jute. (12) Silk. (13) Woollen. (14) Mineral Oil. (15) Dockyard. (16) Engineering. (17) Cement. (18) Matches. (19) Paper. (20) Carpet weaving. (21) Coir matting. (22) Tanneries and Leather Goods Manufacture. (23) Potteries. (24) Printing Presses. (25) Glass. (26) Chemical and Pharmaceutical Works. (27) Shellac. (28) Bidi-making, Cigar and Cigarette. (29) Mica Splitting. (30) Sugar. (31) Cotton Ginning and Baling. (32) Rice Mills.

D. *Transport.* (33) Transport Services (Tramways and Buses). (34) Non-gazetted Railway Staff.

E. *Other types of labour.* (35) Port Labour. (36) Municipal Labour. (37) Central P. W. D. (38) Rickshaw Pullers.

3. The main conception on which the *ad hoc* surveys have been based is that information should be collected on the spot by direct enquiry conducted with the help of the Committee's own staff and that this information should, as far as possible, conform to the sampling methods widely adopted in such work. Owing to great variations in the character of the different industries, however, there could not be a complete uniformity in regard to the methods which had to be adopted to suit the peculiarities of particular industries and centres. For instance while there are only a few centres and units in certain industries such as potteries, mineral oil, gold, etc., in other industries, such as

textiles, engineering, transport services, plantations, tanneries, bidi-making, etc., a very large number of centres and units in different provinces (and even States) had to be covered. Moreover, some of the industries are modern industries of the large-scale type, wherein factory legislation applies more or less entirely, while others are indigenous handicrafts or small-scale industries, where factory legislation is either inapplicable or partially applicable. Thus, information has not been uniformly available in advance as regards the size, location and ownership of industrial units, such as is necessary before decisions for sampling are taken. Consequently, the technique of representative sampling had to be modified and supplemented so as to obtain whatever information of a reliable character was available. As far as possible, however, in all industries important centres were covered. In each of these centres units were chosen on a sample basis, but it was possible in a few centres to cover all units. The final lists of centres of survey and individual establishments were made out in the light of the impressions gathered during the course of the preliminary tour and in consultation with local authorities. The guiding principle in the selection of centres of survey was to make the survey regionally representative so as to discover differences in the conditions of labour in the same industry in different parts of the country. The selection of individual concerns was generally based on considerations, in order of importance, of (a) size, (b) ownership (private or limited) and (c) whether subject to statutory regulation or not. In this connection it may be stated that the Committee were greatly handicapped in sampling the units owing to the lack of complete information regarding location and number of units in the selected industries. Unfortunately there are no all-India employers' organisations in some of the organised industries, nor are the statistics maintained by the Central and Provincial Governments at all complete. Moreover, in certain unorganised industries, such as shellac, carpet-weaving, bidi-making, etc., owing to their very nature, no such information could have been readily available in advance. In certain cases, therefore, owing to these difficulties as well as transport difficulties and other exigencies, the sampling could not be fully adhered to. Nevertheless, the Committee have been anxious to gather in the maximum possible information in the limited time at their disposal and with a view to this, they have cast their net as wide as possible. The main instruments of the *ad hoc* survey were the Questionnaires. These were of two kinds :—(a) the main *ad hoc* survey questionnaire on points likely to be common to all the industries surveyed, and (b) supplementary and special questionnaires in respect of certain industries such as plantations, mines, railways, rickshaw pullers, port labour, municipal labour, glass, shellac, mica, etc. The main questionnaire was accompanied by a tabular form for entering wage data and this was used wherever possible. In the case of certain surveys, however, such as salt, paper, cotton, woollen and jute textiles, dockyards, silk, cement and gold mining, it was possible to conduct a wage survey on a sample basis. The chief method of collection of data was by personal investigation of industrial establishments, examination of their records and contact with labour in factories and homes. The information thus collected was supplemented and checked with replies to the Questionnaires received.

4. For the purpose of conducting enquiries, a sufficiently large field staff consisting of 16 Supervisors and 45 Investigators, was appointed. Before the commencement of field work, all the Supervisors (with the exception of those working in Bengal) were called to the Committee's headquarters at Simla and given detailed instructions on the technique and scope of the enquiries to be conducted by them, the manner in which they were to submit their data, and the centres and units which they were to investigate. In addition, both Supervisors and Investigators were provided with written instructions regarding the

use of questionnaires, sampling of concerns (where this could not be done in advance), filling of the wage forms, etc. In particular, they were asked not only to collect information on the spot but also to draw upon every other possible source of information. In doing so, they were required to distribute copies of the questionnaires in the centres assigned to them not only amongst the sampled units but also amongst Employers' and Workers' associations in the industry and such other associations and individuals as were likely to be interested in the subject. They were also asked to get into touch with officials of Central and Provincial Governments connected with labour and obtain such facilities as might be necessary in doing their work.

5. As far as the field work in Bengal was concerned it was done by the staff of the Committee under the guidance and supervision of the Labour Commissioner, Bengal, and his subordinate officers. Members, however, paid visits to selected centres and units in Bengal to obtain first-hand knowledge of local labour conditions.

6. The Committee's survey covered all Provinces with the exception of the North-West Frontier Province where none of the industries selected for survey was sufficiently important. It extended to many of the Indian States also, such as Kashmir, Patiala, Gwalior, Baroda, Mysore, Sandur, Travancore, Cochin, Bundi, Indore and some of the States of the Eastern States Agency. No Survey was undertaken in the Hyderabad State as that State preferred to appoint its own Labour Investigation Committee, with terms of reference identical to those of this Committee, for enquiry into local labour conditions.

7. In dealing with the *ad hoc* survey work, several courses were open to the Committee :—(i) the Committee, as a whole, to study each industry, (ii) the surveys to be distributed region-wise and each Member put into charge of a region, and (iii) each Member to be entrusted with a few surveys throughout India. With a view to speedy and efficient work, the third course was actually adopted. This departure from the usual procedure of the Committee as a whole dealing with the work was necessary in view of the immensity of the task and the necessity of maintaining an all-India perspective. Moreover, it was felt that this procedure would enable Members to make a specialised study of labour conditions in individual industries in different parts of the country. It was also felt that the peculiar problems of industrial labour had more an industry-wise than a region-wise dispersion and that the procedure would be helpful to future legislation which has to take into consideration the diversified conditions of each industry. It will be seen, however, that in the Reports the factual material has been presented both on an all-India and on a regional basis.

8. Thanks and acknowledgements are due to Provincial Governments, State Authorities, Labour Commissioners (and particularly the Labour Commissioner, Bengal), Directors of Industries, Chief Inspectors of Factories, Port authorities, local bodies, employers' and workers' associations, managements of the units surveyed and all others who rendered help in the collection of the data presented in these Reports.

D. V. REGE, *Chairman.*

... R. DESHPANDE
AHMAD MUKHTAR } *Members.*
B. P. ADARKAR

TEJA SINGH SAHNI,
Secretary.

FOREWORD.

It is necessary to add a foreword to this report because of the wide scope of the present enquiry. In view of the dispersal of the cotton mill industry from Madura and Cochin in the South to Narainganj in the East and Lahore and Lyallpur in the North, in collecting information and preparing this report my obligations have naturally been as varied as they have been substantial. I am grateful to the Millowners' Association, Bombay, for having agreed to circulate the Committee's *Ad Hoc* Questionnaire to all member mills and to collect and furnish the necessary information so that instead of relying on a sample, information was available for all the mills in Bombay. I have had also the benefit of having detailed discussions on the labour problems relating to the industry in Bombay with the Commissioner of Labour, Bombay, and his officers, as also with the Officers of the Millowners' Association, Bombay. The employers in all the centres of the industry were extremely helpful and spared neither time nor effort in making available whatever information was called for. Trade Union Officials too, in most of the centres, met me personally and acquainted me with their point of view and in some cases submitted detailed memoranda. The memorandum furnished by the Textile Labour Association, Ahmedabad, was of special value. The President of the Madura Union saved neither time nor trouble in showing me the various welfare activities conducted by the mills and the Union and also in accompanying me during my inspection of the working class localities in Madura. The Trade Union Officials in Mysore and Cochin States met me several times and gave a complete picture of labour conditions in these States.

Except for Bombay Province where well-tabulated wage data exist, a wage census was conducted in all the other centres and my thanks are due to the Investigators who copied out the data from the muster rolls of the mills and to the Supervisors who supervised the work. Owing to the lack of uniformity in the method of keeping muster rolls, this work entailed long hours and much patience but both the Investigators and the Supervisors carried it out to my satisfaction. Messrs. S. R. Sundaram and D. W. Gaitonde, the Committee's Supervisors did the major portion of the survey work in regard to the Cotton Mill Industry and I am grateful to them for their assistance. Mr. D. S. Dighe, did useful work in connection with the *ad hoc* survey at Baroda, Ahmedabad and Indore. I was assisted in conducting the survey at Cawnpore by Mr. S. P. Saksena, Statistician of the Office of the Director, Cost of Living Index Number Scheme, and also by Mr. M. C. Pant, Labour Officer, Cawnpore. I am indebted to the officials of the Northern India Employers' Association for their help and advice in regard to the Wage Census at Cawnpore. The *ad hoc* survey and the wage census in Bengal were carried out under the supervision of the Commissioner of Labour, Bengal, to whom may thanks are due.

The enquiry also covered certain important Indian States such as Mysore, Baroda, Indore and Cochin. The officials of these States extended their fullest co-operation both to me and to the Committee's staff and but for their readiness to help, this investigation might not have been as complete as I have tried to make it.

Although it took more than six months to collect the material for this survey and to tabulate the results of the Wage Census, the final drafting of this report had to be completed within the space of only a few weeks. In the final stages of the preparation of this Report I have received invaluable help from Mr. S. R. Sundaram and Mr. D. S. Dighe, an Assistant in my office.

Mr. S. Ishtiaq Ali, who was in charge of the tabulation of the Wage Census data, has done his work conscientiously and well. Mr. V. Narayana Iyer, my Stenographer, took down the dictation of the whole of this Report with speed and accuracy and this has meant for him long hours of ungrudging toil.

The preparation of this Report has involved a virtual fight against time. Every possible endeavour has, however, been made to ensure accuracy and to make the report as complete as possible.

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PART I.

CHAPTER I.—SURVEY OF LABOUR CONDITIONS IN THE INDIAN COTTON MILL INDUSTRY.

Introduction.

The Indian Cotton Mill Industry is now nearly a century old. Since 1851 it has been making progress and by the end of the 19th century the total number of mills had increased to 156 with 36,000 looms and over 40 lakhs of spindles. By 1914 the number of mills had increased to 257 with about 90,000 looms and over 60 lakhs of spindles and India had attained the position of being the fourth largest cotton manufacturing country in the world. During World War I, owing to restricted imports, the industry got a great opportunity to consolidate its position and to make large profits. Upto the advent of the great depression of 1929, the industry made steady progress. Thereafter, it continued to be in a depressed condition till about 1937-38. The outbreak of World War II and particularly the entry of Japan in the War, however, completely altered its position in so far as owing to the almost complete stoppage of imports, a colossal home market was at its door and it was called upon to execute heavy orders for army purposes. There was also no effective price control till the year 1943 and this enabled the industry to make unprecedented profits.

The following table shows the growth of the industry in recent years.

TABLE I.

Progress of cotton mills in British India and States since 1929.

Years ending 30th June.	Number of mills.	Number of Spindles installed.	Number of Looms installed.	Average No. of Hands employed daily.	Approximate quantity of Cotton consumed.	
					Cwts.	Bales of 392 lbs.
1929 ..	344	89,07,064	174,992	346,925	7,564,081	21,61,166
1930 ..	348	91,24,768	179,250	384,022	9,007,999	25,73,714
1931 ..	339	93,11,953	182,429	395,475	9,216,118	26,33,176
1932 ..	339	95,06,083	186,341	403,226	10,189,424	29,11,264
1933 ..	344	95,80,658	189,040	400,005	9,930,053	28,37,158
1934 ..	352	96,13,174	194,388	384,938	9,463,965	27,03,994
1935 ..	365	96,85,175	198,867	414,884	10,931,940	31,23,418
1936 ..	379	98,56,658	200,062	417,803	11,134,963	31,81,418
1937* ..	370	97,30,798	197,810	417,276	11,013,632	31,46,752
1938 ..	380	10,020,275	200,286	437,690	12,819,268	36,62,648
1939 ..	389	10,059,370	202,464	441,949	13,337,569	38,10,734
1940 ..	388	10,005,785	200,076	430,165	12,879,559	36,79,874
1941 ..	390	99,61,178	198,574	459,509	14,878,577	42,51,022
1942 ..	396	10,026,425	200,170	480,447	16,592,527	47,40,722
1943* ..	401	10,130,568	200,890	502,650	17,115,763	48,90,218
1944 ..	407	10,222,107	201,761	505,562	..	48,44,564†

* Excludes Burma and Ceylon.

† Bombay Cotton Annual, 1943-44, page 129.

A striking feature of the above table is that as compared to 1938, in 1944, twenty seven new mills came into existence inspite of the difficulty of getting machinery. The table also shows that while the increase in the number of spindles and looms as compared to 1938 is about 2 per cent. and 0.7 per cent. respectively, the quantity of cotton consumed and the number of persons employed have risen by 33.5 per cent. and 15.5 per cent. respectively. These increases are largely due to the fact that during the last few years double shift working has been almost universal in the industry.

As regards the location of the industry, Bombay Province continues to occupy the pride of place, although the industry has not expanded in this Province since 1929 and the number of units has actually declined from 219 in 1929 to 203 in 1943. Of all the Indian Provinces, Madras has made the largest progress in recent years, the number of mills and the number of spindles and looms having gone up from 12 mills with 440,360 spindles and 3,139 looms in 1929 to 65 mills with 1,480,000 spindles and 6,492 looms in 1943. The industry in Madras is predominantly spinning. As pointed out in the Location of Industry, " the development of electric power resources has helped the emergence of a large spinning industry in Southern India ". In Madras, the most important centres of the industry are Madras proper, Madura and Coimbatore. Bengal is another Province in which the industry has made rapid progress in recent years. For instance, while in 1921 there were only 13 mills with 362,000 spindles and about 3,000 looms, in 1943, there were 34 units with 476,000 spindles and nearly 11,000 looms. Bengal has thus come to occupy the third place among cotton manufacturing Provinces in India. The United Provinces and Central India are among the other important centres of the industry.

The industry has made very rapid progress in recent years in many of the Indian States except in Indore. The important centres of the industry in Indian States are Indore, Baroda, Bangalore, Hyderabad and Cochin.

The industry is the largest consumer of Indian cotton and consumed in 1944. over 48 lakhs of bales out of a total production of slightly over 60 lakhs of bales.

As the table already given shows the number of persons employed in the industry rose from 346,925 in 1929 to 437,690 in 1938 and to 505,562 in 1944 or by 15.5 per cent. as compared to 1938.

According to the Location of Industry (page 21) " During the period between 1921 and 1939 the number of workers employed in cotton spinning and weaving factories increased by 51.4 per cent. in British India as against 297.3 per cent. in Indian States. "

The map at p. ii shows a regional distribution of the industry according to centres and districts employing 500 or more persons.

The following table shows the location of the industry in the country and the number of persons employed in the different regions of the industry.*

* Annual Report of the Bombay Mill Owners Association, 1943, Chart Part I.

TABLE II.

Cotton Spinning and Weaving Mills Working as on 31st August 1943.

Where situated.	Number of Mills.	Number of Spindles installed.	Number of Looms installed.	Average No. of Hands employed.	Approximate quantity of cotton consumed.		Remarks.
					Cwts.	Bales of 3½ Cwts.	
Bombay City and Island (*a*)	66	28,31,328	66,269	1,29,655	51,95,617	14,84,462	(*a*) 1 Mill started working from March 1943.
Ahmedabad	73	17,94,283	43,315	76,039	19,38,398	5,53,828	
Rest of Bombay Province (including Sind) (*b*) ..	64	12,63,880	26,624	72,283	19,26,372	5,50,392	
Total : Bombay Province ..	203	58,89,491	1,36,208	277,932	90,60,387	25,88,682	
Rajputana	7	1,16,174	2,715	7,273	2,96,191	84,626	
Berar	4	68,714	1,454	4,151	1,51,340	43,240	(*b*) 1 Mill not working.
Central Provinces	7	3,03,897	5,293	19,463	5,32,084	1,52,024	
Bihar and Orissa	2	27,040	796	1,974	47,320	13,520	
Hyderabad	6	1,20,308	2,461	8,322	2,99,383	85,538	
Central India	17	3,98,908	11,084	28,115	9,66,567	2,76,162	
Bengal (*c*)	34	4,76,144	10,855	28,042	5,57,361	1,59,246	(*c*) 2 Mills not working.
Punjab	8	1,05,148	2,705	8,595	3,08,616	88,176	
Delhi Province (*d*)	61	1,12,176	3,067	6,158	3,33,158	95,188	(*d*) 1 Mill not working.
United Provinces	30	7,74,822	12,616	31,781	16,08,978	4,59,708	
Madras Province (*e*)	65	14,79,934	6,492	64,495	25,13,126	7,18,036	(*e*) 2 Mills not working.
Travancore	1	1,63,288	2,878	893	13,279	3,794	
Mysore	8	11,336	300	10,143	2.89,926	82,836	
Pondicherry	3	83,188	1,966	5,313	138,047	39,442	
Grand Total ..	401	1,01,30,568	2,00,890	5,02,650	1,71,15,763	48,90,218	

The total capital invested in the industry is about 48½ crores of rupees. The following summary statement shows the capital invested in the various Provinces and States.

TABLE III.

Statement showing the Capital invested in the Cotton Mill Industry in the various Provinces and states in India as on 31st August 1943.

Serial Number	Name of Centre.	Capital invested in cotton Mills.
		Rs.
1	Bombay City and Island	13,63,43,172
2	Ahmedabad	60,423,635
3	Rest of Bombay Province (including Sind)	60,383,926
	Total: Bombay Province ..	25,71,50,733
4	Rajputana	1,00,89,600
5	Berar	30,20,300
6	Central Provinces	2,19,79,350
7	Bihar and Orissa	22,24,745
8	Hyderabad	99,63,815
9	Bengal	3,23,21,876
10	Punjab	40,19,417
11	Delhi Province	1,69,97,010
12	United Provinces	3,17,86,126
13	Madras Province	5,25,21,414
14	Travancore	2,50,000
15	Mysore	95,15,550
16	Pondicherry	61,06,233
17	Central India	2,74,73,920
	Total ..	48,54,20,089

Table compiled from the charts appended to the Bombay Mill Owners' Association Annual Report for 1943.

Scope of the Enquiry.

Out of the 341 units in the country excluding Bombay City, 123 or 36.07 per cent. of the total were covered for purposes of this enquiry. The information contained in the regional survey which follows is based on the replies given by the mill managements to the Committtee's Questionnaire supplemented by personal investigations on the spot made by the officials of the Committee and in some cases by me personally. In regard to Bombay City, in view of the writer's close acquaintance with the industry for a number of years it was not felt necessary to ask the Supervisors of the Committee to make a sample survey. This deficiency was, however, more than met in view of the fact that at my request, the Bombay Millowners' Association circulated a selection of the questions from the Committee's *ad hoc* survey Questionnaire (App. 1a) to member mills and sent the Committee consolidated and well tabulated data regarding the various questions arising out of the Committee's terms of reference.

In view of the almost complete lack of informaion regarding wages, earnings, etc., in the industry except for the Province of Bombay, a Wage Census was conducted on a sample basis in all the important centres of the industry.

The form used for the wage census will be found in Appendix Ib. The number of units covered was 137 located in 23 centres employing about 2,22,000 workers or about 98 per cent. of the total employed in these centres. In regard to Bombay centres the published data have been utilised and brought up-to-date for purposes of comparison with other centres.

In analysing and presenting the material collected for this Report, the plan followed is to give more details regarding all centres about which the public is comparatively ignorant owing to the absence of published literature. Any striking feature noticeable in a particular centre has also been described in detail irrespective of the importance of the centre in order that such a feature should attract attention of the whole industry with a view to its adoption. This has led to a seeming lack of balance in the length of the various sections which is explained by the considerations set out above regarding the plan of the report. The outstanding features and trends in the industry are, however, dealt with in the last chapter of this report.

PART II.

Regional Survey of Conditions of Labour.

(i) British India.

CHAPTER II.—BOMBAY PROVINCE.

INTRODUCTORY.

From the table given in the introductory chapter of this Report, it is clear that Bombay Province is the most important Province in the country, both from the point of view of the quality of cotton consumed and also from the number of persons employed. In this Province, there are as many as 203 mills out of a total of 407 in the country. The three major centres of the industry are Bombay City, Ahmedabad and Sholapur. There are, however, cotton mills in East and West Khandesh, in Surat, Nadiad, Broach and Viramgam in the Gujarat, and at Poona, Hubli, Barsi, Gadag and Gokak.

The average size of the unit in Bombay is larger than in Ahmedabad. Most of the concerns in the Province do both spinning and weaving. There are two important organisations of the employers, namely, the Bombay and the Ahmedabad Millowners' Associations. Some mills outside Bombay and Ahmedabad are also affiliated to these Associations.

For purposes of the present survey, detailed information has been collected for the major centres, although enquiries have been made in some of the smaller ones, such as Barsi, Surat, Gadag, etc. Eight out of the 18 units in these centres have been covered for purposes of this enquiry.

No wage census was conducted in Bombay Province as reliable data were available in published reports. These data have, however, been brought up-to-date in order to facilitate comparison with other centres.

The following sections deal with conditions of labour in the important centres in Bombay Province :

A—BOMBAY CITY.

Employment.

The Royal Commission on Indian Labour have stated that the cotton mill industry in India was expanding in the country in all centres except Bombay*. Since the Commission's Report, the industry has shown considerable contrac-

*Report of the Royal Commission on Labour in India, p. 7.

tion judged by the number of mills, number of spindles and the number of looms installed, although, during the War period, owing to the increased night shift working, the volume of employment is much larger than it was ever before. The following table is of interest in this connection† :—

TABLE IV.

Year ending 31st August.	Number of mills.	Number of spindles installed.	Number of looms installed.	Average daily No. of workers employed. (day shift only).
1929	81	34,47,433	76,375	1,06,710
1930	81	34,30,733	76,697	1,36,774
1931	81	34,27,000	76,975	1,29,057
1932	81	34,41,856	76,950	1,29,534
1933	78	33,09,678	73,269	1,19,943
1934	75	31,69,700	69,802	95,007
1935	74	29,90,088	68,385	1,11,147
1936	74	29,85,357	68,348	1,09,670
1937	69	28,89,509	66,753	1,09,479
1938	69	29,06,202	67,294	1,18,993
1939	68	28,50,774	67,235	1,13,338
1940	65	27,48,644	65,177	1,04,890
1941	64	27,89,080	65,292	1,15,903
1942	66	28,19,832	66,120	1,22,025
1943	66	28,31,328	66,269	1,29,655

As compared to August 1939, employment in the Bombay mills has gone up from 1,45,691 to 2,20,681 or by 51.4 per cent. The following table gives the number of men and women workers in August 1939 and November 1944 and also shows the number of those on time and piece rates :—

TABLE V.

August 1939		November 1944	
Number of workers on piece-rates		Number of workers on piece-rates	
Men	56,378	Men	82,754
Women	17,203	Women	20,937
Number of workers on time-rates		Number of workers on time-rates	
Men	67,556	Men	1,11,143
Women	4,554	Women	5,847
Total	1,45,691	Total	2,20,681

The percentage of women workers in November 1944 to the total number of workers, which was 12, was slightly lower than it was in August 1939, apparently because the increase in the volume of employment is due to night shift working and women are not allowed to work during the night.

It will be seen from the table that the proportion of women workers on piece rates to time workers is much higher than in the case of male workers. This is due to the fact that women are mostly employed in the winding and reeling departments which are piece-work occupations.

†Annual Report of the Mill Owners' Association, Bombay, for 1943.

Statistics of the number of mills working night shifts and the number employed are published monthly in the Bombay Labour Gazette. The following table contains the figures for the month of January during the Years 1937 to 1945 :—

TABLE VI.

Year.		Number of mill working night shift.	Number of workers employed.
January	1937	38	26,362
,,	1938	48	47,524
,,	1939	51	46,894
,,	1940	47	41,762
,,	1941	57	58,927
,,	1942	59	75,569
,,	1943	62	81,413
,,	1944	63	84,406
,,	1945	62	81,621

The industry in Bombay City draws its labour force mostly from the neighbouring districts of Konkan, Satara and Sholapur. A certain proportion of the workers also comes from the Deccan and the United Provinces.

The workers in the industry have still maintained a link with their village homes and repair to the villages once a year or once in two years during the marriage and harvesting seasons. That is not to say, however, that they are merely birds of passage. As a matter of fact, gradually the labour force is getting more stable and is almost wholly dependent for its sustenance on the industry.

Classification of Workers.

The classification of workers in the industry is governed by the Standing Orders settled under Section 26 (6) of the Bombay Industrial Disputes Act, 1938. They are classified into the following five classes :—

(1) Permanent,
(2) Probationary,
(3) Badlis,
(4) Temporary, and
(5) Apprentices.

All these classes of workers are provided with tickets.

Under the Standing Orders, permanent workers are entitled to 14 days' notice of discharge or 13 days' wages in lieu of notice, while no notice is required in the case of other classes of workers.

The proportion of *badlis* to permanent workers is generally about 15 to 20 per cent. The Millowners' Association, Bombay, started in 1935, the *badli* control system with the object of decasualising such labour. According to this system workers in need of work register their names at the mills in a special register kept for the purpose. Such fresh recruits are employed as substitutes in the first instance. The chief merit of the system is that it gives *badlis* regular employment and eliminates the power of the Jobbers in the recruitment of labour. It also diminishes labour turnover and thus increases the efficiency of work.

In recent years the idea of appointing Labour Officers for recruitment of labour and enquiring into their grievances has caught on in Bombay and there are no fewer than 34 Labour Officers in 47 mills. Fifteen mills have appointed no Labour Officers and in these the managements themselves look

into the grievances of the workers. The Association itself has appointed its own Labour Officer who represents individual mills in all proceedings under the Bombay Industrial Disputes Act. The Government of Bombay have also appointed their own Labour Officer under the Act and it is open to the workers to approach him in regard to their complaints. Where the workers decide not to elect their own delegates in conciliation proceedings, the Government Labour Officer can represent them.

Two kinds of apprentices are entertained in the mills. Those trained in the Textile Technical School of the Bombay Social Service League and those trained under the apprentice training scheme of the Government of Bombay. The mills pay the fees of the former and the number of apprentices trained comes to about four to five hundred. Under the latter scheme, about 70 to 80 apprentices are trained every year.

Most mills in Bombay now maintain a service card for their operatives containing particulars of their past service, wages, absence due to sickness and other causes, etc.

Labour turnover.—According to the figures supplied by the Association it would appear that, while in August 1938, the turnover of labour was 1.75 per cent., in July 1943 it was 2.05 per cent.

The Bombay Labour Office has been publishing now for a number of years figures of absenteeism in the cotton mill industry on the basis of returns made by the mills. The following summary statement shows the percentage of absenteeism in the Bombay Cotton Mill Industry from 1939 onwards :—

TABLE VII.

Year.		Percentage of absenteeism.
1939	Annual Average	10·50
1940	,, ,, ...	8·95
1941	,, ...	9·61
1942	,, ,, ...	14·0
1943	,, ,, ...	10·8
1944	,, ,, ...	11·35
1945	January	10·20
,,	February	11·85
,,	March	10·47

It will be seen from the above figures that absenteeism is of the order of about 10 to 11 per cent. The higher figure of absenteeism during the year 1942 was due to the exodus of mill operatives from Bombay City owing to panic created by rumours that the city would be bombed by the Japanese. This exodus created, for a period of nearly four months, very great dislocation in the industry during the month of March to June 1942.

It is reported that generally absenteeism is greater in the night shift than in the day shift. It is also greater on days immediately following the pay day and holiday. The Bombay Textile Labour Enquiry Committee has made the following observations on the subject of absenteeism* :—

" Among the causes of absenteeism are fatigue, sickness and industrial accidents ..... Sometimes attendance bonuses are offered to discourage absenteeism but such bonuses have not been found to be effective. Proper conditions of work in the factory, adequate wages, protection from accidents and sickness and facilities for obtaining leave for rest and recuperation constitute the most effective means of reducing absenteeism ".

*Report of the Textile Labour Inquiry Committee, Bombay, pp. 364-365.

Working Conditions.

Hours of work and shifts.—There are wide disparities as between mill and mill in regard to working conditions inside the departments. On the whole, however, they are not unsatisfactory. Air conditioning has been introduced in over a dozen mills.

According to the Report of the Chief Inspector of Factories for the year 1941, as a result of the installation of an air-conditioning plant in the weaving shed of a mill the efficiency of the shed went up by 2.25 per cent. in the hottest months of the year. A few mills have also installed vacuum stripping plants for removing cotton dust. Some mills have spray chambers and electric fans in their departments. On the whole, particularly in the newer units, the general layout of the machinery is very satisfactory from the point of view of the workers.

Rationalization by way of introduction of efficiency schemes in order to reduce the number of operatives per machine has made the largest progress in the cotton mill industry in Bombay city, as compared to other centres of the industry in the country. The introduction of such schemes dates back to the year 1926. Since then, many mills in Bombay have adopted them in certain departments. Most of the mills have introduced these schemes particularly in the spinning department by asking one worker to mind two sides of the ring frame. In weaving, even before 1926, a worker used to manage two looms but since then there is a tendency to ask him to mind three or even four ordinary looms. In the Frame Department, two hopper feeders and two scutchers are being given to one man and in Drawing, two men mind three heads. In Roving, two roving frames are now being attended to by one operative.

A few mills have recently replaced their sanitary arrangements by more modern ones. In most of the mills these arrangements are in accordance with the provisions laid down in the Factories Act.

The system of supplying cool water to the workers is by no means universal although few mills do so. There are complaints on the part of the workers that the arrangements for the supply of water in some mills are unsatisfactory. The Bombay Textile Labour Inquiry Committee has recommended that* " The Government of Bombay should modify the Factories Rules in such a way as to make it compulsory for all factories, where more than 100 workers are employed, to arrange for an adequate supply of cool drinking water according to standards to be prescribed by the Chief Inspector of Factories and for the supply of such water in or near all the departments of a factory."

Sixteen out of 64 mills have provided rest shelters for the employees. The dimensions of these vary from 30 ft. × 10 ft. to 50 ft. × 45 ft. Most of these are not, however, maintained in too good a condition, with the result that the workers prefer to rest and eat either in the departments or in the mill compounds.

Hours of Work and Shifts.

All the units in Bombay City, with the exception of three, work more than one shift. Three shifts are worked in certain departments in 12 mills, the hours of work per shift being 7½. There is a relay system in four units but is confined only to certain departments, such as the blow room, card room, etc. The working hours in 56 mills are from 8-30 a.m. to 6-30 p.m. with an

* Report of the Textile Labour Inquiry Committee, Bombay, page 302.

hour's interval. Nine mills commence work at 8 a.m. The night shift hours are 7 p.m. to 5 a.m. with an hour's interval in all the mills, except twelve in which the night shift begins at 6-45 p.m. and closes at 4-45 a.m. The daily hours of work are 9 in most cases but in the spinning departments of twelve mills the working hours are 10 per day.

Until July 1943, the mills used to observe Sunday as the weekly closed day except when there was another holiday during the week. Since then, however, owing to the introduction of the scheme of staggering of holidays by the Government of Bombay, in order to relieve the pressure on the supply of electric power, there is no one particular day on which all the mills remain closed although each mill observes a weekly holiday.

The mills have been divided into seven groups roughly according to the areas in which they are located and each group observes a different day of the week as its weekly holiday instead of the usual Sunday.

There is no system of granting holidays with pay. According to the Standing Orders fixed by the Industrial Court under the Bombay Industrial Disputes Act, however, workers who have completed service for a total period of 12 months qualify for a month's leave with or without pay, subject to the exigencies of work and the discretion of the management. Under the Standing Orders the operatives are also entitled to casual leave up to 10 days in a year but not ordinarily exceeding three days at a time.

Wages and Earnings.

It is unnecessary to deal in detail with the position regarding wages and earnings in the cotton mill industry in Bombay City because, as pointed out already in the introductory para. of this chapter, reliable and detailed data on the subject are available in the Reports of the Bombay Textile Labour Enquiry Committee, as also in the various publications of the Bombay Labour Office. So far as the basic wages are concerned, the wage structure in the industry has remained more or less the same since 1937 except for the alterations which were brought about as a result of the adoption in the year 1938 of the following recommendation of the Bombay Textile Labour Enquiry Committee regarding increases in wages.

Wage Category.	Rate of increase.
Below Rs. 13-8 p.m.	as. ·3 in the Rupee.
Rs. 13-8 and below Rs. 25	as. 2½ in the Rupee.
Rs. 25 and below Rs. 35	as. 2 in the Rupee.
Rs. 35 and below Rs. 40	as. 1½ in the Rupee.
Rs. 40 and below Rs. 75	as. 1 in the Rupee.

The increases that were granted were subject to certain maxima in each category.

It was estimated by the Committee that as a result of granting increases on the above scale the wages-bill of the industry would increase by 11.9 per cent.

For purposes of comparison with other centres of the industry it may be of interest to reproduce here a table published by the Committee on pages 24-25 of their Report showing the average daily earnings in selected occupations.

TABLE VIII.

Occupations.	Average daily earnings in Oct. 1934.	Average daily earnings (Piece workers) and average daily rates (Time workers) in July 1937.
	Rs. as. p.	Rs. as. p.
Drawing Tenters (M.P.)	1 0 6	0 15 11
Slubbing Tenters (,,)	1 2 0	1 1 0
Inter Tenters (,,)	1 0 10	0 15 6
Roving Tenters (,,)	1 0 2	0 14 10
Ring Siders (,,)	0 13 7	
Do. (W.T.)	0 13 2	0 13 8
Tarwallas (M.T.)	0 12 10	
Do. (W.T.)	0 11 11	0 12 11
Doffers (M. & W. T.)	0 10 2	0 10 5
Weavers-2 Loom (M.P.)	1 6 1	1 5 8
Winders Grey (W.P.)	0 9 11	0 9 11
Winders Colour (W.P.)	0 13 5	0 12 8
Reelers (W.P.)	0 10 2	0 8 11

In reading the above figures due account must be taken of the increases referred to already. Through the courtesy of the Bombay Millowners' Association, it has been found possible to obtain more up-to-date data regarding the earnings in some of the principal piece-time occupations. These figures are set out below :—

TABLE IX.

Occupation.	Average Earnings. 1937	1944
	Rs. a. p.	Rs. a. p.
1. Drawing Tenters single	25 3 1	27 9 0
2. ,, ,, double	29 4 10	31 0 0
3. Slubbing Tenters	28 4 11	28 14 0
4. Inter Tenters	25 13 4	26 1 0
5. Roving Tenters Single	24 8 0	25 1 0
6. ,, ,, Double	32 0 3	33 1 0
7. Two-loom Weavers	35 11 6	39 10 0
8. Four-loom Weavers	51 8 0	54 10 0
9. Six-loom Weavers	52 9 6	60 11 0
10. Warpers	43 15 3	49 10 0
11. Drawers-in.	43 1 10	45 8 0
12. Gery Winders	15 14 9	18 10 0
13. Colour Winders	19 5 0	21 1 0
14. Universal Winders	17 12 6	18 10 0
15. Reelers	18 11 4	18 6 0

The above figures are exclusive of the increases given in February 1938 already referred to. It will be seen that in some of the principal piece-time occupations such as weaving, the earnings have gone up in spite of the fact that there have been no radical changes in the wage structure as such. This is presumably due to the fact that when, owing to changes in the character of production, etc ; the workers earned low wages they often placed this matter before the Conciliator and individual mills sympathetically considered these cases and allowed higher rates in certain occupations. Moreover, this was probably also due to improvement in the working efficiency of the workers.

It would be of interest here to compare the above figures with those for July 1937. Taking an important occupation such as of a two-loom weaver, it will be seen that for 26 days' work he earns Rs. 39-10-0 from his basic wage. Weavers falling as they do in the earning category Rs. 35 to Rs. 40 are entitled to an interim increase of 1½ annas in the rupee, that is to say, a weaver earning Rs. 39-10-0 would get about Rs. 3-11-5 by way of the increase. Thus, his earnings for 26 days would amount to Rs. 43-5-5 exclusive of dearness allowance. On the other hand, in July 1937 his earnings amounted to Rs. 35-11-6 only.

So far as workers on time-rates are concerned, the Millowners' Association, Bombay, adopted a schedule of minimum wages in the year 1934 for unrationalized occupations. A copy of this schedule is attached as appendix i(c). This schedule is the minimum below which no member mill is allowed to go although, in several cases, a wage higher than the minimum is being paid. The rates of wages and earnings of time workers have not materially changed since 1937.

Adding the 1938 increases and the dearness allowance to the wages of time and piece workers in principal occupations, the position regarding wages and earnings in 1944 would appear to be as follows :—

TABLE X.

Occupation.	Monthly Basic Wage.	Interim Increase.	Dearness Allowance.*	Total Earnings.
Doffers	16 14 10	2 10 3	31 5 0	50 14 1
Ring Siders	22 3 4	3 7 6	31 5 0	56 15 10
Tarwallas	20 15 10	3 4 6	31 5 0	55 9 4
Drawing Tenters (Single)	27 9 0	3 7 0	31 5 0	62 5 0
Grey Winders	18 10 0	2 14 3	31 5 0	52 13 3
Colour Winders	21 1 0	3 4 6	31 5 0	55 10 6
Reelers	18 6 0	2 13 9	31 5 0	52 8 9
Two-loom Weavers	39 10 0	3 11 5	31 5 0	74 10 5

* Average for the 12 months of the year 1944.

Dearness allowance.—A dearness allowance was first granted in December 1939 on the recommendations of a Board of Conciliation presided over by Mr. Justice Rangnekar at the rate of 10 per cent. of the average wages. In 1941, the scale was revised and was linked up with the Bombay Working Class Cost of Living Index Numbers published by the Bombay Labour Office on base year ending June 1934. According to this scale, on the basis of the average wage for the industry, the workers are compensated to the extent of 76.5 per cent of the rise in the cost of living. This scale has been revised from time to time. The following table shows the index number and the monthly amount paid by way of dearness allowance to those working 26 days in the month during August 1941, July 1942, July 1943, July 1944 and September 1945.

TABLE XI.

Month.	Index No.	Amount of Dearness Allowance paid.
		Rs. A. P.
August 1941	131	6 3 0
July 1942	168	14 15 0
July 1943	235	30 13 0
July 1944	236	31 1 0
September 1945	243	32 11 0

Bonuses and other allowances.—All the mills in Bombay are paying a profit bonus since 1941. The bonus for that year was equal to 1½ months' wages and was paid in February 1942. The condition was that it would be paid to permanent workers whose names were on the rolls on 31st December 1941, as also on the date of payment. So far as *badli* workers were concerned, only those who in addition to satisfying the above conditions had worked for 75 days during the year were entitled to it. In 1941, only 18,000 out of a total of 2,18,000 failed to qualify for the bonus. In 1942 and 1943 a bonus equivalent to two months' earnings was paid. For 1944 it amounted to 1|6th of the total earnings.

Only a few mills pay a good attendance bonus to their workers in certain departments and some mills pay an efficiency bonus in certain occupations.

The wage period is a calendar month and wages are paid directly to the workers in accordance with the provisions of the Payment of Wages Act. Separate registers are maintained for recording overtime.

Fines are imposed as a disciplinary measure. Separate Fine Funds are maintained and the amounts spent on items sanctioned by the Chief Inspector of Factories.

At page 99 of the Bombay Textile Labour Enquiry Committee's Report, the history of the attempts made to standardize wages since 1891 has been given. The Committee itself framed a scheme which is published in their Report. So far, however, no final action appears to have been taken in the matter, although owing to the introduction of the minimum rates for time workers and changes in wage rates agreed to in conciliation proceedings and the adoption by all units of the same scale of dearness allowance, there are now probably smaller variations in earnings as between unit and unit than were noticed by the Departmental Committee appointed by the Government of Bombay in the year 1934*.

Housing.

The housing conditions of industrial workers in Bombay City have been a by-word and a reproach for a long time now. The large influx of population in the city during World War II and the almost entire cessation of building activity has made the position worse. Full details regarding housing conditions of industrial workers are available in the Reports on Family Budget Enquiries made by the Bombay Labour Office[1], in the Report of the Rent Enquiry Committee[2] and in the Report of the Bombay Textile Labour Enquiry Committee[3]. In order to avoid repetition, it is proposed, therefore, to deal with the subject as briefly as possible in this section.

Employers' Housing.—The position as regards employers' housing has remained the same as described in the Report of the Textile Labour Enquiry Committee. Briefly it is as follows :—

Twenty-one mills have provided quarters for their workers in 4,301 tenements. Of these, 3,354 are single-roomed, 939 double-roomed and 8 three-roomed and over. These quarters are located in buildings known locally as *chawls* of which there are 166. The size of the rooms is in the majority of

* Wages and Unemployment in the Bombay Cotton Textile Industry—Report of the Departmental Enquiry—pages 25, and 115 to 154.

[1] Latest Report on the subject was published in the year 1935.

[2] Vol. II, Part IV.

[3] (Published in the year 1940) Pp. 267—279.

cases 10 ft. × 10 ft., being 15 ft. × 10 ft. in a few cases. In the *chawls* there are common arrangements for water supply and sanitation. A group of mills which has built *chawls* for its workers provides electric lights in the tenements. In the other *chawls* electric light is supplied only in the corridors. The *chawls* are generally located near the mills. Usually three to four persons occupy one room although, owing to the conditions created by the War, the tenements are now much more overcrowded. Sub-letting is forbidden but takes place all the same. The monthly rent per tenement varies from Rs. 3 to Rs. 5. The employers do not make the housing provided into a source of private gain because, as pointed out by the Textile Labour Enquiry Committee, the net return on the capital invested varies from 1.3 per cent. to 3 per cent. and in no case does it exceed 4 per cent. The capital expenditure incurred by the employers on workers' housing is reported to be in the neighbourhood of 57 lakhs of rupees.

Municipal Housing.—The Bombay Municipality has, for a long time now, taken interest in the housing of industrial workers and has built about 11,000 tenements and nearly 3,000 sheds. About a quarter of these are occupied by cotton mill workers. In addition, the Municipality owns 5,000 single-room quarters in the estates acquired by the Improvement Trust and of these nearly 25 per cent. are occupied by cotton mill workers. The rent per tenement varies from Rs. 5 to Rs. 10-8-0 per month and Rs. 2-8-0 to Rs. 6 p.m. per shed.

Government housing.—Owing to the prevailing unsastisfactory housing conditions in the city, the Government of Bombay launched in 1920, a programme of industrial housing with a view to providing 50,000 tenements at an estimated cost of over five crores of rupees. Actually only 16,524 tenements were built at an average cost of Rs. 2084 each. These tenements were in *chawls* built with cement and were for a long time extremely unpopular owing to their distance from the mills, lack of lighting and ventilation, structural defects, etc. Inspite of the acute housing situation in the city, therefore, many of these tenements remained vacant for a long time. In 1937, the Government of Bombay appointed a committee to suggest structural alterations and improvements in these *chawls* and in 1938 about four lakhs of rupees were spent to make the suggested improvements. As a result, the *chawls* began to attract tenants. A considerable number of cotton mill workers live in these *chawls.*

Private housing.—The majority of industrial workers in Bombay City live in houses provided by private landlords. According to the Family Budget Report published by the Bombay Labour Office in 1935, the percentage of families living in such houses was about 54. These are usually *chawls* containing one-room tenements with a common verandah and common arrangements for sanitation and water supply. Most of these, particularly, the older structures are extremely ill-lighted and ventilated with inadequate water supply and sanitary arrangements. The average floor space per person and tenement is 26.86 and 103.23 sq. ft. respectively, the average monthly rent being Rs. 6-14-4 for one-room tenement[1].

General Observations.—There are no co-operative housing societies of industrial workers in Bombay City.

From the available statistics it would appear that during recent years apart from there being any improvement in housing conditions, the position is getting from bad to worse. For instance, while in 1935 the proportion of families of industrial workers living in one-room tenements was 73.86, according to the Report of the Textile Labour Enquiry Committee published in 1940

[1] Report of the Textile Labour Inquiry Committee, Bombay, Page 273.

it was 81. The average number of persons living in such tenements was about four but the conditions created by the War have gravely accentuated the situation. Before the War, the population of the city was about 14 lakhs, while it is at present estimated to be over 20 lakhs. Owing to the shortage of building material there has been an almost complete cessation of building activity in the city and thus the increased population has to find accommodation in the pre-war housing supply. As a matter of fact, so great is the congestion and overcrowding that there has been a vast increase in the number of persons without a shelter who take recourse to the foot-paths for sleeping during the night.[1] Even before the War, as revealed by the Family Budget Enquiry referred to already, a considerable number of families had to share a single room tenement. The position has become worse since.

The Government of Bombay have passed an Act for the restriction of house rents but it is being circumvented by rapacious landlords who demand a large premium, locally known as *Pagri*, from new tenants. It is understood that as much as two to three hundred rupees are often demanded for letting out a one-roomed tenement.

In a city like Bombay, where most of the mills are located in its very heart, it is too much to expect that the employers should house all their labour. In this connection it may be stated that the Government of Bombay have now launched their Greater Bombay Scheme. One of the objects of this scheme is to provide housing, including industrial housing. It is to be hoped that when industrial housing under this scheme is undertaken the pattern followed will not be of the odius *chawl* with common arrangements for water supply and sanitation but that an attempt will be made to build houses for the workers which will ensure privacy of family life and conduce to their health and efficiency.

Welfare Work.—The Bombay Cotton Mill Industry has a long tradition of welfare work although the standards of welfare work vary from unit to unit. In recent years, however, every unit in the industry has been attempting to attain a minimum standard in regard to the welfare activities conducted for its employees in matters, such as medical aid, creches, grain-shops, the provision for recreational facilities etc. Moreover, since 1939 the Government of Bombay are undertaking on a considerable scale welfare work for industrial workers and cotton mill workers forming, as they do, a large proportion of the labour force have naturally benefitted by these activities. The Labour Welfare centres in Bombay are very popular and well attended by men, women and children. A note on the subject will be found in Appendix II which has been kindly furnished to the Committee by the Government Labour Officer, Bombay, who is in-charge of the Labour Welfare Department.

All the cotton mills belonging to the Millowners' Association, Bombay, have dispensaries where free medical treatment is given. These are generally in charge of full-time or part-time medical officers. In a few cases medical officers in charge of these dispensaries also visit the workers in their dwellings.

All the mills have now opened créches for the children of their women employees. These are under the charge of a qualified nurse assisted by inferior servants. The medical officers of the mills generally supervise the créches and in a few cases Lady Doctors have also been appointed. The crèches are gaining in popularity and the women workers are making good use of them. In this connection it may be pointed out that it is one of the special responsibilities of the Lady Inspector of Factories appointed by the Government of Bombay to visit créches and to bring them up to a minimum standard of cleanliness and comfort. In a few cases baby shows are arranged.

[1] Vide "Housing Indian Labour" by Kanji Dwarkadas, 1945.

With the exception of two mills, the rest have now started canteens where tea and light refreshments are sold to the workers. Forty-four mills run the canteens themselves, while in the remaining cases they are run by contractors. Twelve of the mills have made arrangements for serving cooked meals. A number of canteens are being run at a loss, being subsidized by the managements concerned.

Even before the War, some prominent employers in the industry were maintaining provision stores for the benefit of their employees by buying wholesale and selling at cost price. Owing to the prevalence of short supplies and scarcity of essential commodities of daily consumption, all the mills have now opened grainshops and a large number of mills have also opened cloth shops. The commodities are sold at cost price and mills which have cloth shops sell it to their work people at concession rates. These shops have become extremely popular.

The Bombay Millowners' Association has recommended to member mills that the workers should be encouraged to establish co-operative societies. In Bombay mills there are in all 41 co-operative societies with a membership of about 22,000, the share capital and reserve fund being Rs. 10,50,000 and Rs. 1,35,000 respectively. These societies undertake the work of debt redemption of their members.

Some of the mills have made provision for the education of their adult workers, while others have started literacy classes and prizes are given to those who become literates within a specified period. Workers in the mills are also encouraged to attend the Textile Technical School run by the Social Service League, Bombay.

Owing to lack of space, many of the mills have not been able to make arrangements for the out-door recreation for their workers. Some mills have, however, started sports clubs for out-door games like Cricket, Hockey, etc. Athletic tournaments are also periodically arranged.

In regard to the provision for the future of the workers it would appear that only eight mills have a Provident Fund Scheme for their employees and three others have instituted a Provident Fund Scheme only for Head Jobbers and other supervisory staff. The number of process workers covered by the Provident Funds in existence is only about 5,000. It is reported that 33 mills give gratuity. Three of these pay gratuity on retirement according to Rules, while others pay a gratuity at their discretion. Two mills have a system of granting pensions.

Labour Legislation and Trade Unions.

On the recommendation of the Bombay Millowners' Association member mills have been paying since November 1942 a surcharge of 50 per cent of the total amount payable as maternity benefit. It is understood that women workers are never discharged in order to evade the obligations under the Act. In two groups of mills expectant mothers are given milk every day for a few months before and after delivery.

The incidence of fines varies from mill to mill. It is reported by the Chief Inspector of Factories that in the Province of Bombay there is more fining in the cotton mill industry than in others. In 1941, in the cotton mills in Bombay city, there were 4,52,263 cases of fining and the amount of fines realized was Rs. 1,22,647.*

According to the figures published in the Bombay Labour Gazette there were during the quarter ending December 1944, ten Trade Unions of cotton mill workers with a membership of 26,385 persons.

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*Report of the Chief Inspector of Factories, Bombay, 1941.

B.—Ahmedabad.

Next to Bombay City, Ahmedabad is the second largest cotton manufacturing centre in the country. The first cotton mill at Ahmedabad was started as early as in the year 1859. The industry has made steady progress in the centre and this progress has been particularly marked since the year 1920.

At the time of the enquiry of the Royal Commission on Labour, 1929, Ahmedabad had some 70 mills with a lakh and fifty thousand spindles and 36,000 looms, employing a little over 58,000 persons. The following table shows the progress of the industry in Ahmedabad since 1939 :—

TABLE XII.

Year.	No. of units.	Number of spindles.	Number of looms.	Men.	Women.	Children.	Total.
1939	77	1,901,872	46,853	92,308	8,633	8	1,00,949
1940	76	1,898,530	46,278	90,188	7,827	..	98,015
1941	75	1,782,968	43,513	1,06,953	9,046	..	1,15,999
1942	74	1,791,789	43,424	1,04,574	8,579	..	1,13,153
1943	73	1,794,283	43,395	1,13,892	8,741	..	1,22,633
1944	69	1,932,060	46,633	1,16,213	8,221	..	1,24,434

The employment figure given in the last column relates also to those employed in the night shifts. It will be seen that during the last 15 years or so, employment in the cotton mills at Ahmedabad has nearly doubled, while as compared to pre-war days it has increased by 23,000 persons.

There is no employment of children in the Ahmedabad mills, while the percentage of women employed to the total labour force, (6.6) is also much smaller as compared to Bombay (12).

While it is true that the bulk of the labour force employed in the Ahmedabad mills comes from outside the city there has recently been a tendency for it to settle down in Ahmedabad, although contact is still maintained with the centres from which it comes by occasional visits to the villages. The following table shows the districts of origin of the labour employed in Ahmedabad mills :—

TABLE XIII*.

District of Origin.	Percentage.
Ahmedabad (City and District)	24·36
Baroda State	24·83
Other places in Gujarat	17·48
Rajputana	11·76
Kathiawar	5·72
U. P.	4·87
Deccan	3·25
C. P.	2·24
Elsewhere	5·49

It will be seen from the above table that the principal sources of labour supply are : Ahmedabad city and districts, Baroda State and other adjoining places in Gujarat. There is very little seasonal migration for agricultural operations. Generally, the younger members of the family migrate to the city for

*Report on an Enquiry into working class Family Budgets in Ahmedabad, 1937, p. 9.

working in the mills, while the others attend to agricultural operations in their villages. Workers coming from other Provinces go generally once in two years to their homes.

Recruitment of Labour.—A noteworthy feature of the employment of labour in Ahmedabad is that side by side with directly recruited labour, labour employed through contractors is also engaged. The direct recruitment is generally done through Jobbers and heads of departments and in recent years there has been very little change in the manner of recruitment. It is understood that in the year 1938 the Millowners' Association had established a Labour Exchange as an experimental measure but that it failed to function properly. It is estimated that contract labour in the mills comes to about 10 to 12 thousand. Contract labour is generally employed in the following departments : Mixing, coal stacking and cinder removing, internal transport, tubular banding, combing, beam carrying, drawing-in, dyeing and bleaching, finishing, folding, bundling and pressing and stamping.* The Bombay Textile Labour Enquiry Committee has recommended the abolition of contract system of engagement of labour. Such labour was not entitled to dearness allowance or bonus for a long time but in the year 1942, largely as a result of the efforts of the Textile Labour Association, contract labour is now being paid dearness allowance and bonus at 2|3rds the rate paid to labour directly recruited.

Absenteeism.—The Bombay Labour Gazette publishes every month statis- survey had any system of apprenticeship and training. Since the year 1937, there is, however, in operation in Ahmedabad an Apprenticeship Scheme of the Government of Bombay. Students taking training in the R.C. Technical Institute, Ahmedabad, are admitted by the mills for training at the beginning of each year. During the course of training these apprentices are paid Rs. 15 to Rs. 20 per month. During the year 1943, there were some 48 apprentices admitted under this scheme.

Absenteeism.—The Bombay Labour Gazette publishes every month statistics of absenteeism in the Ahmedabad mills. The following summary statement gives the average percentage of absenteeism during the years 1939 to 1944 :—

TABLE XIV.

Year.	Average percentage of absenteeism.
1939	3·30
1940	3·89
1941	4·19
1942	5·18
1943	4·84
1944	5·69

The above figures show a slight increase in absenteeism since pre-war, although even the 1944 figure appears to be much lower than in many other cotton textile centres in the country. It is difficult to say whether absenteeism is appreciably lower than, say, in Bombay or whether the method of calculation of the figures differs in these two centres. In the sampled units the percentage of absenteeism was 2.5 and 4.5 during the years 1939 and 1944 respectively.

It is reported that there is greater absenteeism during night shifts owing to the strain of night work. The industry in Ahmedabad has not been able to follow the example of the industry in Bombay City of having a compulsory system of change-over from day to night shift every month.

*General Wage Census Report, Bombay, Part I, 1934, p. 16.

The increase in absenteeism in recent years is attributed to the higher earnings of the workers due to the high rate of dearness allowance paid by the Ahmedabad mills.

Labour Turnover.—No reliable statistics regarding labour turnover in Ahmedabad mills are available. The turnover of labour is, however, generally due to voluntary resignation or dismissals. In view of the fact that in the Ahmedabad mills wages are standardized, there is not much inducement for the worker to migrate from one mill to another in order to earn a higher wage. Thus, the number of cases of voluntary resignation is not likely to be large. As regards dismissal, in the first place, this is a matter which is governed by the Standing Orders which are applicable to all the mills in Ahmedabad and under these, capricious dismissal is not possible. Moreover, as a result of the existence of a strong Trade Union which, as will be seen from a subsequent section, has an elaborate machinery for looking into the workers' grievances, there will be no inducement on the part of the management to dismiss a worker light heartedly. The result is that the labour force in Ahmedabad is pretty stable. Again, as the wage level at Ahmedabad is higher than the wage level in any other centre in the Bombay Presidency the workers are anxious to keep their jobs.

Except for 3 holidays with pay on festival days and closure for an hour or two on some others, there is no system of granting leave with pay in the mills at Ahmedabad. According to the Standing Orders, however, "service for a total period of 12 months shall qualify an operative for a total period of one month's leave with or without pay according to the terms of contract, custom or usage of the mill." The grant of such leave is at the discretion of the company. The workers are also entitled to casual leave not exceeding 10 days in a calendar year, but such leave cannot be taken for a period of more than 3 days at a time except in the case of illness.

Working Conditions inside the Mills.—The mills in Ahmedabad can be classified into two broad categories, those which have been erected in recent years and those which are long established. In the newly erected mills, the machinery is new and the lay-out is up-to-date. The conditions inside the old established mills are not, however, so good. Owing to reasons of climate, almost all the cotton mills in Ahmedabad have set up humidification plants to increase the humidity in the weaving sheds. Out of the 16 mills studied for the purposes of this survey, 8 have installed air conditioning plants. Some of the units have installed vacuum stripping plants to remove the cotton dust at the source. However, in some of the mills visited, it was noticed that owing to the accumulation of cotton dust, the machinery was not too clean. Lighting and ventilation in the departments is on the whole, satisfactory particularly in the newly constructed mills. The number of seats to be provided for latrine accommodation is generally in accordance with the prescribed rules but, the up-keep and sanitation of these seems unsatisfactory. Some latrines and urinals have no roofs.

Drinking water is generally served to the workers in their departments by servants employed by the management. Water jars are used for the storage of water. Some of the mills provide ice water during summer months.

All mills provide dining sheds for workers but generally they are not sufficiently large to accommodate all the workers. Generally, dining sheds are erected for the different communities and in one mill compound one could see as many as two or three of these. The dining sheds are made of brick walls with corrugated iron roofs. They are generally open but are properly paved.

The compounds of some of the mills are very dirty and water logged.

Hours of work and shift.—Out of the 16 mills surveyed, only 2 were working three shifts and the remaining two shifts. The shift hours are 9 per day, the spreadover being one of 10 hours. The day shift usually starts at 8 A.M. and closes at 6 P.M., while the corresponding timings for the night shift are 6 P M. to 4 A.M. with an hour's interval for rest. In mills working three shifts per day the working hours are usually from 8 A.M. to 4 P.M. 4 P.M. to 12 midnight and 12 midnight to 8 A.M., with half an hour's interval in each shift. No overlapping shifts are worked in any of the mills.

Relay system.—The 'Relay system' has been introduced in most of the cotton mills in Ahmedabad. According to this system there is continuous work even during the rest intervals. Such continuous work is secured by dividing workers into two or more groups with different rest intervals, so that while one group is having rest, the work of that group is carried on by the others in addition to their own. Those employed in the ring spinning department and other time workers are paid 5 per cent. of their wages for the additional work done by them in the relay system.

Night shift was first introduced in Ahmedabad in 1924 on a very restricted basis.* Since the year 1938 it has however, become general and as many as 65 mills were working night shifts in the year, 1944. The number of operatives working in the night shift in January 1945 were 48,864. The following table shows the number of mills and the number of workers working in night shifts since January 1931 :—

TABLE XV.

Period.	Number of mills working night shifts.	Number of workers employed in night shifts.
January 1931	15	5,571
„ 1932	21	6,870
„ 1933	18	6,824
„ 1934	19	6,962
„ 1935	31	12,464
„ 1936	34	14,449
„ 1937	39	19,710
„ 1938	64	35,325
„ 1939	47	27,422
„ 1940	39	23,472
„ 1941	54	36,875
„ 1942	68	48,695
„ 1943	65	45,406
„ 1944	65	47,629
„ 1945	66	48,864

No special remuneration is given to workers in the night shifts. The Textile Labour Association, Ahmedabad, have stated that night work in the existing conditions impairs the health of the workers, causes higher absenteeism and curtails the workers' opportunities for social life and also results in a greater number of accidents. The disadvantages of the night work are also being realised by the employers and recently a local mill has given notice to the Textile Labour Association, proposing a change-over between day and night workers on the ground that "continuous night work leads to deterioration of health and efficiency." The Textile Labour Association has also made a demand proposing changes in the condition of night work on the lines suggested by the Bombay Textile Labour Enquiry Committee. These chiefly relate to the limitation of the hours of work, provision of sleeping accommodation and the introduction of a system of change-over of shifts.

* The Bombay Textile Labour Inquiry Committee Report, p. 162.

Wages and Earnings.

For purposes of this enquiry no wage census was taken as it was understood that the basic wage position in the industry has not altered since 1937 except for the interim increases granted in 1938.

Prior to 1917 no concerted action was being taken by the Ahmedabad Millowners' Association in regard to wage fixation or changes in wage rates in member mills of the Association. Since then, the principle of collective bargaining has been accepted by the employers and the employees. This has been made possible owing to the existence of a strong Labour Organisation in Ahmedabad. " The fundamental principle therefore underlying the settlement of wages in Ahmedabad is that no individual mill is entitled to interfere with the scale of wages and that no reduction can be made in any case, except by virtue of a general Agreement or as the result of a general Award of the permanent Arbitration Board."* In 1917 the warpers obtained an increase of 25 per cent. in their rates, weavers were awarded an increase of 35 per cent. in 1918 and spinners were given an increase of 85 per cent. in March 1919, when weavers were also given a further increase. An Award was given in the middle of 1920 covering all the departments in which basic rates were laid down for time workers and certain percentage increases were granted to piece workers in view of the reduction in hours that had then taken place from 12 to 10. After that, the only important change that took place, till the reduction in 1923, was the grant of a dearness allowance to the spinning department. In the year 1921 this amounted to Rs. 1|10|- for a *hapta* of 16 days, i.e., 14 working days. This was subject to certain conditions regarding attendance. This has subsequently been amalgamated into wages and is being paid even now. In June 1923 wages were reduced by an all-round cut of 2½ annas in the rupee. At the end of 1929, by an Award of the Umpire, wages were restored to the extent of 8 per cent. in the spinning department and 5 per cent. in the weaving department. Actually, however, the spinning department workers got an increase on the then existing wage scale of one anna and three pies per rupee, and the weavers got an increase of 5 per cent. In January 1935 consequent on a demand for a wage cut of 25 per cent. by the Ahmedabad Millowners' Association, there was an agreement between the Millowners' Association and the Textile Labour Association, known as the Delhi Agreement. In pursuance of this Agreement there was a uniform reduction of 6¼ per cent in the wages of all time and piece workers. No reduction was, however, to be made in the case of weavers earning less than Rs. 41|4|- for 26 working days on the basis of a 10 hour day. In 1938, the wages of the weavers were standardised, which resulted in an increase of 5 per cent. in the earnings over the figure for 1935. In February 1938 the Textile Labour Enquiry Committee in their Interim Report recommended an increase in wages of all the workers on the same scale as in Bombay which has been referred to already. According to the Interim Report of the Bombay Textile Labour Enquiry Committee these increases added about 9 per cent. to the total wages bill of the Ahmedabad Cotton Industry.

This increment, popularly known as congress increment, was accepted by all the mills and the increases were paid with effect from February 1938.

Since the commencement of the present War there has been no change in the basic wage rates of the workers in the industry at Ahmedabad. The following table contains information regarding the basic wages and earnings in principal piece and time occupations.†

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* Report on Wages and Unemployment in Bombay Cotton Textile Industry, p. 14.

† Information supplied by the Ahmedabad Millowners' Association.

TABLE XVI.

Occupation.	Time or piece.	Average daily wage. Rs. A. P.
Drawing tenters (Men)	T	1 0 0
,, ,, ...	P	1 0 4
,, (Women)	P	1 0 2
Slubbing tenters (Men) with back tenters..	P	1 1 3
Without back tenters..	T	0 15 9
,, ,, ...	P	1 3 2
Single-machine Inter tenters (Men)	T	1 0 0
,, ,, ,, ,, ...	P	1 12 0
Single-machine Roving tenters Men (doing own creeling,)	T	0 15 9
,, ,, ,, ,, ,, ,, ...	P	0 15 10
,, (not doing own creeling)	T	0 10 3
,, ,, ,, ,, ...	P	0 14 7
Double-machine Roving tenters Men (doing own creeling)	P	1 5 7
,, (not doing own creeling)	P	1 5 3
Single side siders (Men)	T	0 15 9
,, ,, (Women)	T	0 15 7
Double side siders (Men)	T	1 15 10
,, ,, (Women)	T	1 5 9
Doffers (Men & Women)	T	0 10 9
Grey winders (Men)	T	0 15 10
,, ,, ...	P	0 9 11
,, (Women)..	P	0 8 5
Colour winders (Men)	T	0 7 0
,, ,, ...	P	0 11 4
,, (Women)	P	0 10 3
Reelers (Women)	T	0 9 11
,, ,, ...	P	0 8 7
Pirn winders (Men)	T	0 11 0
,, ,, ...	P	0 13 0
,, (Women)..	T	0 14 5
Warpers (men)	T	2 0 3
,, ,, ...	P	1 15 1
Warping creelers (Men)	T	0 9 7
,, (Women)	P	0 6 7
Front sizers	T	1 12 10
Back sizers	T	1 14 8
Sizing Mixers	T	0 13 10
One-loom weavers (ordinary)	T	0 12 6
,, (Plains & Greys)	P	0 14 10
,, (Jacquards & Blankets)	T	1 4 4
Two-loom weavers	P	1 9 1
Beam Carriers	T	0 15 8
Coolies (Men)	T	0 10 11
,, (Women)	T	0 8 2

The general average of daily earnings of all adult workers on time and piece rates of wages in all occupations in the cotton textile industry in Ahmedabad comes to Rs. 1|2|11, as compared to Rs. 1|1|5 in Bombay city.* To this must be added the increase granted in 1938 which, as stated already, amounted to about 9.0 per cent. of the wages bill. Thus, so far as the average basic wage in the industry is concerned it came to about Rs. 1|4|7 per day.

Ahmedabad is the only centre in the Province of Bombay where an attempt at standardization of wages has been made with success. As the result of an Award made in 1920, the wages of warp and weft piecers, doffers, oilers and muccadams in the ring frame department were standardized. Subsequently, the wages of doffers, oilers and muccadams in the speed frame department and those of firemen and drivers were also standardized. In 1935,

* Report of the Bombay Textile Labour Inquiry Committee, page 57.

at the time of Delhi Agreement, both parties agreed on evolving a scheme of standardization of the wages of piece workers on the understanding that "such standardization should not involve any cut or increase." The wage rates for weavers were also standardized according to the agreement entered into by the Millowners' Association and the Textile Labour Association in February 1938. The wages of drawers-in and Reachers were standardized late in 1938 with the abolition of contract system in that department. This has resulted, it is understood, in the various standardization schemes covering about 70 per cent. of the workmen in the industry and about 80 per cent. of the total wage bill. Wages in occupations in the Engineering section still remain unstandardized.*

Allowances and bonuses of a permanent nature.—In addition to basic wages certain allowances are also paid to the workers. Since the year 1920, attendance bonus of Rs. -|8|- per *hapta* is paid in the spinning department on condition of regular attendance for 8 days during a *hapta*. In most of the mills efficiency bonus at the rate of Re. -|4|- per loom per worker is paid to weavers who give production above a particular level.

Dearness Allowance.—Since February 1940, Dearness Allowance is paid to the workers in accordance with the Award of the Industrial Court. It fluctuates with the rise or fall in the working class Cost of Living Index for Ahmedabad, calculated and published every month by the Bombay Labour Office. Upto July 1941 dearness allowance was paid to the workers to the extent of 66 per cent. of the actual rise in the cost of living but since then by a revision of the Award by mutual Agreement between the parties, workers were being compensated to the extent of 96.66 per cent. of the total rise in the working class cost of living. The allowance is being paid at a flat rate irrespective of the earning to all those earning upto Rs. 200 per month. The following table shows the amount paid by way of dearness allowance to all employees (except contract labour) from the commencement of the Award :—

TABLE XVII.

D. A. paid for the month of—	1940.			1941.			1942.			1943.			1944			1945.		
	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.
January	..			2	8	9	9	11	0	29	5	0	76	9	6	69	9	6
February	3	8	0	1	14	6	12	0	0	35	1	0	73	6	0	63	10	9
March	2	8	9	1	14	6	10	2	6	46	2	3	65	1	0	61	5	9
April	1	14	6	1	14	6	9	11	0	42	7	0	63	3	6	56	4	6
May	1	9	6	1	14	6	10	9	9	46	2	3	61	5	9	52	9	6
June	1	9	6	2	8	9	12	0	0	52	9	6	69	15	9	52	9	6
July	1	4	3	2	14	0	13	13	6	57	10	8	59	15	9	..		
August†	2	3	9	4	9	9	17	8	6	63	10	9	60	14	6	..		
September	1	14	6	6	14	9	20	5	0	63	3	3	63	10	9	..		
October	1	9	6	8	12	0	23	1	2	65	0	9	68	12	0	..		
November	1	14	6	8	12	0	20	5	0	71	8	3	67	13	4	..		
December	1	14	6	8	12	0	22	2	0	77	0	9	68	4	9	..		
Average for the whole year ..	1	15	11	4	7	2	15	1	9	54	2	5	65	11	7	..		

The highest dearness allowance, namely Rs. 77|0|9 was paid in the month of December 1943 when the Ahmedabad Cost of Living Index Number on base August 1926 to July 1927 stood at 240. As compared to pre-war it was 318. Since the declaration of the end of the European war, the question of the continuation of dearness allowance had come to the forefront. As soon as the

* Bombay Textile Labour Inquiry Committee Report, Pp. 100-101.

† For August 1945 the dearness allowance amounted to Rs. 43-4-4 per month.

European war ended, the Millowners' Association, according to the Agreement, gave a notice that they would stop the grant of dearness allowance. In the event of both the parties not coming to a settlement, the matter was referred to the arbitration of the industrial court, who awarded the continuation of dearness allowance for a further period of three months. This period ended on the 8th August 1945 and the Labour Union again gave a notice asking for the continuation of dearness allowance till the index number comes down to a particular level. It is understood that the Industrial Court has given an Award continuing the allowance on the agreed scale for a further period of one year.

Annual Bonus.—By an agreement arrived at between the Millowners' Association and the Textile Labour Association in December 1941, Bonus was given to the workers for the year 1941 which, on an average, worked out to 1-1|2 months' wages. For the year 1942, Bonus was given equivalent to 2-1|2 months' salary to those working for at least 8-1|2 months in the year. For the year 1943, Bonus equivalent to 20 per cent of their yearly earnings was given to those workers whose monthly wages were below Rs. 200 and who had worked for more than 75 days in that year. Only half the amount was paid to those workers who worked for more than 32 days but less than 75 days. No bonus was allowed to those who worked for less than 32 days. As the millowners refused to pay bonus for the year 1944, the Textile Labour Association gave a notice under section 28 of the Bombay Industrial Disputes Act. Even before the case had come for hearing before the Industrial Court, the Millowners' Association made an appeal to the Bombay High Court challenging the authority of the Industrial Court to decide the matter. No decision in the matter has been reached.

Rationalization and its effect on wages.—In Ahmedabad, rationalization in the form of " efficiency systems " of work has not progressed to the same extent that it has in Bombay. Since 1935 rationalization has been introduced in the ring spinning department under the Agreement known as the Delhi Award. This Award allowed rationalization only in fine counts, that is, in counts above 18s warp and 28s weft. Workers were given two sides of the machine instead of one and for this they were given an increment of 45 per cent. in wages. Displacement of labour incidental to rationalization has been confined to (1) married women whose husbands are benefited by the rationalization process and (2) persons whose connection with the industry is less than a year's duration. In the memorandum submitted to the committee, the Ahmedabad Millowners' Association have stated that it has not been possible for them to make any effort even by way of an experiment in rationalization in departments other than Ring Spinning owing to lack of sufficient response from labour.

Wage Periods.—There is a multiplicity of wage periods in the different departments of the mill and in different mills in Ahmedabad. Six different wage periods have been noticed to exist. For instance, wages are paid for a *hapta* of 14 days commencing in all mills on Monday and ending on Sunday of the following week. Process workers in the Spinning Department are paid for a *hapta* of 16 days. Supervisory and clerical staff and those working in the Mechanics Department are paid monthly. Winders and Reelers are paid twice a month for a period of 15 days each. Certain unskilled workers working within the premises of the mills are paid weekly, while workmen engaged in a temporary capacity receive daily payment. It is difficult to understand why the industry allows these differences in the wage period to exist. It may be pointed out here that the Bombay Textile Labour Inquiry Committee has recommended that there should be uniformity with regard to the fixation of the pay period in each textile centre.

Housing.

The working classes in Ahmedabad mostly live in the outskirts of the city. The housing is supplied by (1) employers, (2) the Municipality, (3) the co-operative housing societies, and (4) by private landlords. The different categories of housing may be briefly described here. The employers' housing may again be considered under two different heads, firstly, tenements provided by individual mills and secondly, those built by the Ahmedabad mills housing societies. No information is available as to the exact number of tenements made available to the workers by individual mills but it is seen from the General Wage Census Report published by the Government of Bombay in 1932, that out of the 79 mills, 40 reported that they provided housing accommodation for the benefit of their employees. The total number of tenements provided was 3,368. Ten mills reported that they were charging rents below economic value and 24 were charging economic rents. The most common rent charged was Rs. 4 to Rs. 5, the lowest and highest being Rs. 1|1|- and Rs. 8 per month respectively. Out of the 16 mills surveyed for purposes of the present enquiry, only six had provided housing accommodation for approximately 4 per cent. of their employees and the rent charged per tenement varied from Rs. 1|8|- to Rs. 4 for a single room and Rs. 6 to Rs. 8 for two rooms. Most of these are single-room tenements with a verandah outside, the dimension of the room being 12 ft. × 12 ft. in most cases and that of the verandah 4 ft. × 12 ft. Usually these are *pucca* structures with low plinths and during the rainy season there is always a danger of water getting into these tenements. Generally, there is no drainage and the compounds are filthy. The number of latrines provided is mostly inadequate and there are no separate arrangements for the supply of water

The Ahmedabad Millowners' Association promoted the Housing Society for the purpose of building houses for cotton mill workers in 1933 with a paid-up share capital of Rs. 1,14,000 and also raised debenture of the value of Rs. 1,65,000. Under this scheme about 800 tenements have been erected. The total cost of the tenements owned by the Society is about Rs. 2,44,000 and the gross income of rent was Rs. 20,642. The rent charged by the housing society is Rs. 4|8|- per month, the accommodation provided consisting of a room 4 ft. × 12 ft., a kitchen 6 ft. × 12 ft. and an open verandah 7 ft. × 12 ft. in size. On the whole, these tenements are much better than those supplied by individual mills.

Unlike Bombay where the Government have built several working class chawls, no housing has been provided for the workers in Ahmedabad. However, the local Municipality has provided 521 tenements for the working classes. These are let out to those workers whose earnings are below Rs. 75 per month. The rent charged per tenement was Rs. 5|8|- per month in 1943 but now it has been raised to Rs. 7|8|-. These tenements consist of a room, a kitchen and a verandah. The roof is made of cement concrete and the walls are of brick and of cement lining. The floors are well-paved and on the whole, this is an improved type of housing judging from the present standards in Ahmedabad.

In the year 1941, the Standing Committee of the Ahmedabad Municipality resolved to raise a housing loan of Rs. 20 lakhs for purposes of building houses for the working classes. As, however, the Municipality was superseded in 1942, no further progress has been found possible.

A small striking feature of working class housing in Ahmedabad is the effort made by the Textile Labour Association to build a colony of some 60 tenements of improved type as a model to be followed by the Municipality.

the employers, etc. This colony was erected in the year 1931 on a co-operative basis. The houses are erected on a spacious piece of land and laid in rows with wide roads between them. The tenements consist of two rooms 14-1|2 ft. × 10 ft. and 4 ft. × 18 ft. with a kitchen 8 ft. × 7 ft., with a verandah 19-1|2 ft. × 7 ft. and a courtyard 19-1|2 ft. × 18 ft. When these houses were erected, the cost of each tenement was about Rs. 1,200. The tenements were let out to workers on a Hire Purchase System and the workers owned their homes in a period of abqut 20 years. In erecting these houses a great deal of attention has been paid to the needs and comforts of the working classes and although this colony is not as attractive as the one at Harveypatti near Madura, it is one of the best in the country.

After the establishment of this colony textile workers in Ahmedabad began to take interest in the formation of co-operative housing societies. So far, the spinners in Ahmedabad mills have formed six co-operative housing societies and constructed 400 tenements. These societies take loans from the co-operative bank and pay the debt by instalments. These tenements are of a family type consisting of one living room 15 ft. × 8 ft., a small room 8 ft. × 10 ft., a kitchen 8 ft. × 8 ft. and two covered verandahs 23 ft. × 8 ft. and 10 ft. × 8 ft.

The majority of the workers in Ahmedabad, however, live in the suburbs of the city built by private land-lords. According to the Municipal Census for the year 1941, 74.8 per cent. of these were single-room tenements. Usually, there is a verandah attached to the living room and the dimensions of the living rooms are 12 ft. × 12 ft. and the verandah 6 ft. × 12 ft. The average number of persons per tenement is about four. It is found that when a worker is living in a two-room tenement, there is a tendency on his part to sub-let it. According to the Family Budget enquiries made by the Bombay Labour Office, the average rent of one room in 1935 was Rs. 4|12|1 per month, the average for all types of tenements being Rs. 5|2|- per month. In the older type of tenement, sanitation is utterly neglected, nor is there proper provision for the supply of drinking water and very often the workers have to fetch water from taps on the road.

Some of the workers live in huts without plinth and with a low roof. The conditions in these are unspeakable.

Working class housing has, for a long time, been a by-word and a reproach but during the last 20 or 25 years, although efforts have been made by the Ahmedabad Millowners' Association and the Textile Labour Association to construct houses for the workers, the position seems to have deteriorated rather than improved in view of the very large addition to the population and also due to the greater volume of employment in cotton mills. Recently, as in other industrial centres in the country, the house problem in Ahmedabad has become extremely acute. It is reported that the percentage of working class families living in single rooms in Ahmedabad increased from 72.93 in 1926 to 76.26 in 1933-35 and that 22 or 2.2 per cent. of the families occupying single rooms were sharing a room with other families or single men. As compared to the year 1921, the population of Ahmedabad had increased by 41.4 per cent. in 1932. Since then it is reported that there has been tremendous addition to the population. The housing activity has, however, not been keeping pace with the growth in the population and since the outbreak of the War building activity is more or less at a stand-still owing to the difficulty of getting building materials and high prices which have to be paid for them. Since 1939, there is in force in Ahmedabad, a Rent Restriction Act. This has partly helped to keep down the rents although, it has in no way helped to remove the congestion and insanitary condition of the houses of the

textile workers. It is reported that the Rent Restriction Act is being freely circumvented by land-lords demanding high premia to those in search of houses. Moreover, it is reported by the Textile Labour Association that it has received a number of complaints of land-lords demanding higher rents from existing tenants and if they refused to pay, of harassing them in numerous ways.

Welfare Work.

Welfare work that is being done for cotton mill workers in Ahmedabad can be divided into three sections :—

(a) that done by the employers,

(b) that done by the Labour Association, and

(c) that done by the Government of Bombay for industrial workers generally.

(a) Under the Rules made under Factories Act, mills employing more than 100 women are required to maintain creches. As no provisions regarding the number of cradles to be maintained, the type of cradles to be installed ; the supply of milk, etc., are made in the Rules, the standard maintained in this respect differs from mill to mill. Out of the 16 mills covered by the present enquiry, only in 4, arrangements for the supply of milk and clothing to children in the creches had been made to a certain extent. In the case of 5 mills, the number of cradles provided appeared adequate. Except for one mill, all the mills have employed Nurses or Ayahs to look after the children, but there is no proper supervision over them. In two or three mill creches, baths are given to children.

Almost all the mills have one or more hotels in the mill compound to provide tea and refreshments to the workers. Majority of these hotels are run by contractors who supply tea and foodstuffs to the workers at market rates. These hotels are generally crowded, insanitary and dirty and contain little furniture. Conditions are much better in mills which run such canteens themselves. In about six mills co-operative societies started by the mills and assisted by the employers run canteens for workers. In only one or two of these canteens cooked meals are made available, others supply hot and cold drinks, chavana, etc. The profits, if any, are shared by the members of the co-operative society. In the course of the present enquiry four mills in which such canteens were run were visited and the arrangements in them were found to be satisfactory.

Most of the mills have made some provision for medical relief to their employees. Out of the 16 mills covered except for one, all are maintaining dispensaries. The staff of the dispensaries usually consists of a part-time doctor and a full-time compounder. Two mills employ a full-time doctor. The remuneration paid to the mill doctors varies generally from Rs. 40 to Rs. 75 p.m. though in some cases it exceeds Rs. 100 p.m. Most of the mills reported that they were meeting a part of the cost of the dispensaries from the Fine Funds. The Ahmedabad Manufacturing and Calico Printing Mills and the Jubilee Mills maintain hospitals for indoor patients and dispensaries for outdoor patients. A maternity ward is also attached to the hospital in Calico Mills. The Calico Mills hospital has 45 beds in the general and 20 beds in the special maternity wards. The staff in the hospital consists of a full-time Chief Medical Officer, one Resident Lady Doctor and one Resident Medical Officer, all with University degrees in medicine. An Ayurvedic Vaidya is also employed. A part-time Dentist and an Eye Specialist are also maintained for the benefit of the staff. The hospital at the Jubilee Mills has 20 beds and it has a staff similar to that in the Calico mills except that it has no

Resident Medical Officer for special night duty. Recently, the mills of the Kasturbhai Lalbhai Group, namely, Arvind, Asoka and Aruna, have started a hospital with 32 beds for the benefit of their employees.

The cheap grain shops started by the various mills have been discontinued since the introduction of rationing in Ahmedabad and at present most of the mills run shops which supply quantities of cereals at controlled prices to workers, as permitted under the rationing scheme. Cheap cloth shops started by some of the mills have also been discontinued owing to the Yarn Control Order. No mills have provided washing and bathing facilities for workers.

Only three mills have made some provision for the education of their workers' children. Out of these, one mill, namely, the Calico has started an infant class and a primary school. This mill spent about Rs. 10,000 on education in the year 1944. One of the mills gives half the expenses of a school run in its *chawl* by the Textile Labour Association.

The mills have no welfare centres for indoor or outdoor recreation.

(b) The Textile Labour Association in Ahmedabad has been doing a lot of welfare work for its members. For this purpose it is partly helped by the Ahmedabad Millowners' Association by an annual grant of about Rs. 15,000. The main activities of the Association in regard to the welfare work are : the maintenance of day and night schools, a residential boarding house for girls, study homes for boys, adult education classes, reading rooms, libraries, centres of physical culture, etc. The Association also runs a well-equipped dispensary and hospital. The hospital is utilised only for purposes of giving temporary accommodation to such patients as are unable to find accommodation in the city hospitals for want of space. A very large number of workers take advantage of the dispensary run by the Association.

(c) As will be seen from Appendix II, the Government of Bombay have been doing since the year 1938 considerable amount of welfare work in industrial centres such as Bombay, Ahmedabad, Sholapur, etc. The Labour Welfare Department of the Government of Bombay runs an industrial training workshop at Ahmedabad where the workers are given vocational training to be of assistance to them in periods of unemployment. In this Institution training is given in Tailoring, Carpentry, Smithy, Moulding, Fitting, Turning and such other trades. There is also one 'A' type centre and four 'C' type centres where indoor and outdoor recreational facilities are provided. The department also conducts a nursery school, reading room and a library at each of these centres.

Provision for future.—In the replies to the Committee's Questionnaire, the Ahmedabad Millowners' Association have stated that some mills in Ahmedabad have Provident Fund Schemes for skilled labourers and clerks. There is however, no uniformity in the rules regarding the contribution of the employers and the employees. In the majority of cases the employee contributes 1|12th of his salary, the rate of employer's contribution being the same. The rate of the employers' contribution in some cases relates to the profits.

It would appear that speaking generally, with the solitary exception of two or three mills, there is no provision made for safeguarding the future of the ordinary operatives in Ahmedabad mills. According to the Report of the Textile Labour Inquiry Committee, the Ahmedabad Advance Mill has been maintaining a Provident Fund scheme for all its employees since 1912. In this mill, the employee's contribution is at the rate of anna one in the rupee of earnings, the company contributing an equal amount. As this is a voluntary Fund, in October 1939 it had only 112 subscribers. The Calico Mills in Ahmedabad give a gratuity to their old employees who retire on account of old age or inability to continue work. In 1944, 169 persons were paid gratuities amounting to Rs. 86,705.

Indebtedness.

Information regarding indebtedness of industrial workers in Ahmedabad has been collected in the year 1944 in connection with the Cost of Living Index Scheme. This information shows that out of 763 families surveyed, 434 or 57 per cent. were in debt. According to the Family Budget Enquiry conducted in 1936 by the Bombay Labour Office, the percentage of indebted families to the total families surveyed came to 69. The average debt per indebted family works out to Rs. 266|8|- in 1944, as against Rs. 322 in 1936. This shows that the number of families in debt as well as the amount of debt per family has gone down during the last seven years. This might be the result of the savings from the high dearness allowance and bonuses paid every year. The 1944 enquiry reveals that about 18 per cent. of indebted families do not pay any interest on loans. In the case of those families who pay interest, the rate of interest varies from 3 per cent. to 300 per cent. The causes of incurring debts are usually sickness, festivals, marriages, funerals etc. Money-lenders, Credit Societies and friends and relatives are usually the sources from whom money is borrowed.

Only three mills have so far started co-operative credit societies. It is understood that the Textile Labour Association will shortly start a co-operative credit society, for the benefit of its members.

Trade Unions and Strikes.

Among the larger cotton textile centres in the country Ahmedabad has, perhaps, the best organized union in the whole of India. It is called the Textile Labour Association and was established in the year 1920, since when, it has been functioning very successfully and has been one of the causes of keeping in check industrial unrest and of bringing about considerable amelioration in the conditions of work and wages of the employees in Ahmedabad mills. The source of the strength of the Union has been commented upon by the Royal Commission on Indian Labour and the matter, therefore, is not proposed to be pursued further in this Report. At present, this Union has formed itself into a Federation of eight occupational Unions and has a membership of about 54,000 workers or slightly less than 50 per cent. of the total complement. The Association has been recognised under the Bombay Industrial Disputes Act as a Representative Union. The Ahmedabad Millowners' Association and the Textile Labour Association have now entered into an agreement of direct negotiation and have set up a machinery for collective bargaining such as referring certain disputes to a Board of Conciliation or to individual arbitrators or umpires. This machinery has, on the whole, worked very satisfactorily with the result that except for the stoppage of work for some months in August 1942, which was entirely due to political reasons, there have been very few strikes in Ahmedabad in recent years. As the Bombay Government's Report on Wage Cuts and Unemployment shows " one of the factors making for the prosperity of Ahmedabad in competition with the other textile centres in the Presidency is the comparative peace which it enjoys."* Recently, there have sprung up certain other Unions of a communist complexion but these have not got a very large membership and so far as the bulk of the textile workers in Ahmedabad is concerned, their interests are looked after by the Ahmedabad Textile Labour Association only.

In addition to representing the grievances of the work people before the managements, the Conciliators under the Bombay Industrial Disputes Act and before the Industrial Court, the Union also conducts welfare activities on a fairly large scale, details of which will be found in the section dealing with welfare work.

* Wages and Unemployment in the Bombay Textile Industry, 1934. Page 60.

C.—SHOLAPUR.

Sholapur is the third most important cotton manufacturing centre in the Province of Bombay. There are five cotton mills in Sholapur which have now been working for a number of years. The total number of workers employed in the industry at Sholapur in 1943 was about 21,000 (day shift only) according to the chart published by the Bombay Millowners' Association.

For purposes of the present enquiry, four of the large units were selected. These, between them employed a total of 27,998 (including night shift) persons. One of the units is very large in size and employs nearly 14,000 workers.

No children are employed in the mills at Sholapur. The number of women employed in the four mills surveyed was 3,907. The proportion of women workers to the total in these units comes to 13.96 per cent.

Classification of workers is made in accordance with the Standing Orders settled under the Bombay Industrial Disputes Act. The bulk of the labour employed in the units surveyed is permanent. A permanent worker enjoys the following privileges :

(a) he cannot be discharged without notice or pay in lieu of notice,

(b) he is eligible to gratuity after putting in the required length of service (in one unit only),

(c) he is eligible to mill quarters, and

(d) he is entitled to become a member of the co-operative credit society (in one unit only).

In two of the mills belonging to the same management, a technical school is being conducted to train workers in skilled occupations. In the smaller unit there is no system of apprenticeship as such.

All the mills in Sholapur have Labour Officers to look after the workers' welfare and to enquire into their grievances.

In two mills, recruitment is made directly by the management while in two others it is made through departmental heads and through jobbers. In one unit, the selected workers are first taken as substitutes and subsequently made permanent if their work is found satisfactory.

No detailed information was available during the enquiry regarding labour turnover for any of the mills. According to the third Report of the General Wage Census published by the Bombay Labour Office, however, it would appear that labour turnover in Sholapur for the census month was .93. This figure took into account permanent separations only. There is not much turnover of labour in the mills at Sholapur for the reason that there are few other alternative sources of employment and also due to the fact that labour is mostly local and is drawn from the surrounding villages.

Absenteeism among the workers in Sholapur has always been slightly higher than in Bombay. The Bombay Labour Office publishes every month figures regarding absenteeism in the Cotton mills at Sholapur and the following summary table shows the annual average absenteeism during the years 1939 to 1944 and for the months of January to May in the year 1945.

TABLE XVIII.

Year.	Percentage.
1939	10·77
1940	12·19
1941	15·12
1942	15·28
1943	14·67
1944	15·43
January 1945	14·31
February ,, ...	13·80
March ,, ...	15·95
April ,, ...	15·29
May ,, ...	16·39

It will be seen that as compared to the pre-war period, absenteeism has gone up considerably. Absenteeism generally increases during the harvesting and marriage seasons and after pay days and holidays. One of the units reported that absenteeism was greater in the night shift than in the day shift.

Working Conditions, Hours of Work and Shifts.

Working conditions in the departments of the mills are satisfactory and in two of the mills air-conditioning plants have been installed. Ventilation and lighting are adequate. One unit supplies cool water during summer months. All the mills have provided rest shelters for the workers. The sanitary arrangements are adequate and flush latrines have been provided in the mills.

All the mills are working more than one shift per day. In two units two shifts of 9 hours each, with a spread-over of 10 hours, are being worked. The timings are 8 a.m. to 6 p.m. with an hour's interval and 6 p.m. to 4 a.m. also with an hour's interval.

In one unit, in addition to two straight shifts, in some departments three shifts of eight hours each are being worked. On the other hand, one unit works a single shift only except in the Spinning Department in which two shifts are worked.

The relations between the employers and workers are regulated by the Standing Orders framed under the Bombay Industrial Disputes Act.

Wages and Earnings.

In Sholapur also no wage census was taken because of the availability of well tabulated wage data published in the Reports of the Textile Labour Enquiry Committee and in the various publications of the Bombay Labour Office.

The following table reproduced from the Interim Report of the Bombay Textile Labour Enquiry Committee gives the wages and earnings in important occupations in July 1937 :—

TABLE XIX *

Occupations.	Average daily earnings (P. workers) and average daily rate (T. workers) in July 1937.
	Rs. A. P.
Drawing Tenters .. .. .. M. P.	0 9 8
Slubbing Tenters .. .. .. M. P.	0 11 4
Inter Tenters .. .. M. P. . ..	0 10 9
Roving Tenters .. .. .. M. P.	0 9 8
Siders (single side) .. .. .. M. T.	0 8 10
Tarwailas .. .. M. T.	0 7 6
Doffers (Ring and Frame) .. .. All T.	0 7 0
Weavers—One Loom .. .. .. M. P.	0 10 10
Weavers—Two Loom .. .. .. M. P.	1 5 11
Winders—Grey .. .. W. P.	0 4 5
Winders—Colour .. .. .. W. P.	0 5 1
Reelers .. .. W. P.	0 4 1

In 1938, as a result of the recommendations of the Textile Labour Inquiry Committee, increases in wages were granted by the industry in Sholapur on the same scale as in other centres in the Province of Bombay. On account of the comparatively low wage level obtaining in Sholapur, however, the aggregate increase in the wages bill in Sholapur was much higher than in other centres being of the order of 14.3 per cent. So far as basic wages are concerned, there have been no major alterations in the wage structure since the adoption by the industry of the recommendation of the Textile Labour Inquiry Committee.

The mills in Sholapur are paying a dearness allowance since February 1940. It is linked up with the cost of living index number for Sholapur published by the Bombay Labour Office with base year ending January 1928. In February 1940, the index stood at 79 and was 209 in August 1945. The following is the scale of the allowance paid.

TABLE XX.

When the cost of living index number for Sholapur was.	Rate of dearness allowance per day.
	Rs. A. P.
74—85	0 1 0
86—92	0 2 0
93—100	0 2 9
101—108	0 3 6
109—116	0 4 3
117—124	0 5 3
125—132	0 6 0
133—140	0 6 9
141—148	0 7 6
149—160	0 8 6
161—172	0 9 6
173—184	0 10 9
185—196	0 12 3
197—208	0 13 9
209—220	0 15 4

* Interim Report of the Textile Labour Inquiry Committee, Bombay, p. 30.

Taking into account the 1938 increases and the dearness allowance paid the position regarding wages and earnings in important selected occupations would be as in the following table :—

TABLE XXI.

Occupations.	Daily wages or earnings in July '37.	Amount of 1938 increase for 26 days' work.	Dearness Allowance.	Total Gross earning for 26 days' work.
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Drawing Tenters	0 9 8	2 15 3	22 5 6	41 10 1
Slubbing Tenters	0 11 4	3 7 0	22 5 6	44 3 2
Inter Tenters	0 10 9	3 8 0	22 5 6	43 5 6
Siders (Single)	0 8 10	2 11 0	22 5 6	39 6 2
Doffers (Ring & Frame)	0 7 6	2 4 7	22 5 6	36 13 1
Tarwallas	0 7 0	2 2 0	22 5 6	35 13 6
Two-loom Weavers	1 5 11	3 7 3	22 5 6	61 6 7
Winders—Grey	0 4 5	1 6 0	22 5 6	30 12 2
Winders—Colour	0 5 1	1 8 9	22 5 6	32 2 5
Reelers	0 4 1	1 3 6	22 5 6	30 3 2

It will be seen that inspite of low basic wages in certain occupations no worker earns less than Rs. 30. p.m. for 26 days' work.

One of the mills pays an allowance called " Efficiency Allowance ".

All the mills pay a war bonus to the workers since 1941. The bonus for that year amounted to 1|8th of the total yearly earnings exclusive of dearness allowance and was paid to those who were in the service of the company during the month of December of the year for which the bonus was paid. The rate of the bonus for the years 1942, 1943 and 1944 was 1|6th of the annual earnings exclusive of dearness allowance.

All the mills impose fines, but the amount is credited to the separate fines fund which is utilised for the welfare of the workers.

The wage period in all the units is the calendar month and wages are paid generally before the 10th of the following month.

Housing.

All the employers have provided housing for a proportion of their workers in mill *chawls*. The largest unit has built 650 single-roomed *pucca* tenements in which about 20 per cent. of the workers are housed. Another unit has a workers' colony consisting of 309 tenements. The size of the rooms is generally 10ft. × 12 ft. although some of the tenements are 15ft. × 10ft. in size. With few exceptions the *chawls* are built in back-to-back rooms. There are separate sanitary arrangements for men and women. The average number of persons per tenement is a little over four. The rents charged vary from Rs. 1-8-0 to Rs. 2-8-0 per month.

In the biggest unit, mill quarters are made available only to permanent workers. If a worker employed elsewhere is a member of the tenant's family, he is charged extra rent of Re. 1 per month. Tenants are evicted only through a court of law.

The housing provided by the employers compares favourably with that of private landlords. Such houses are dark and ill-ventilated. The accommodation is extremely limited and the arrangements for water supply and sanitation leave much to be desired. Some of the workers live in huts constructed by them on municipal plots. The conditions in these are often deplorable.

Welfare Activities.

All the units have made arrangements for looking after the health of their operatives by maintaining well-equipped dispensaries in charge of qualified doctors. One of the mills has a hospital of its own for the indoor and out-door treatment of its work-people. Medical aid is also extended to the families of workers.

Crèches for the benefit of their women employees are maintained by all the units under the supervision of trained nurses. In some of the crèches children are supplied with free milk and are bathed and given clean clothes to wear.

Canteens are run in all the mills; in three, under the direct management of the company and in the fourth unit a sweet-meat seller is allowed to sell articles of refreshment within the mill premises. Refreshments are generally sold cheaper than at market rates in one of the units.

There is a sports club in the largest unit of the industry at Sholapur and provision has been made for indoor and out-door recreation.

None of the mills has instituted a Provident Fund or a Pension Scheme for its operatives. In one unit, however, there is a system for the payment of gratuity. No fixed rules have, however, been framed. Generally, the gratuity is paid on the following scale to those putting in the requisite number of unbroken and faithful service.

Service of 15 years	3 months' wages.
Service of 20 years but less than 25 years ..	4 months' wages.
Service of 25 years and over	5 months' wages.

D.—OTHER CENTRES.

Out of the 18 units in British districts of the Province, information was collected in regard to eight of them. The following table gives the number of persons employed in 1939 and 1944.

TABLE XXII.

Units.	1939.				1944.			
	Men.	Women.	Children.	Total.	Men.	Women.	Children.	Total.
A ..	1,610	1,069	..	2,679	1,668	1,007	..	2,675
B ..	1,345	106	..	1,451	1,292	107	..	1,399
C ..	1,246	166	..	1,412	1,197	167	..	1,364
D ..	940	136	38	1,114	1,370	324	50	1,744
E ..	509	447	61	1,017	704	441	53	1,198
F ..	728	365	..	1,093	899	329	..	1,228
G ..	533	211	..	744	662	294	..	956
H ..	Started in 1941		..	..	516	45	..	561
Total ..	6,911	2,500	99	9,510	8,308	2,714	103	11,125

It will be seen that in the 7 units for which comparative figures are available the volume of employment rose by 11.08 per cent in 1944 as compared to 1939. Of the total employed, 8,308 are men and 2,714 women. No children are employed except in the two units at Barsi. The Gokak mill which is the largest unit is a spinning concern only.

Labour is employed directly by the mills and no contractors are employed for the purpose. Recruitment is generally made through Jobbers by the heads of departments. Apart from the system of taking apprentices in the mechanics shop at Gokak there is no regular system of apprenticeship and training in any of these mills. The relations between the employers and employees are regulated by Standing Orders under the Bombay Industrial Disputes Act. None of these mills employs a Labour Officer.

No information regarding absenteeism is available except in Gokak and Surat where in 1944, absenteeism amounted to 18.3 and 16 per cent. respectively. It would appear that as compared to the pre-war period absenteeism in Gokak has gone up by about 4 to 5 per cent. In one centre it was reported that absenteeism on the night shift was as high as 50 per cent. owing to the workers' reluctance to work during night.

Working Conditions.

These vary greatly from centre to centre. The working conditions inside the Gokak mills are admirable while those in one unit at Barsi can only be regarded as being unsatisfactory. In the mill at Gokak there is a carrier plant in the spinning department and exhaust fans in the carding and winding departments.

Five of the units have provided rest shelters for the operatives. At Barsi separate shelters have been constructed for men and women workers. The size of the shelters varies from 15ft. × 15ft. to 110ft. × 15ft.

Except in Gokak and in two units at Barsi the arrangements for the supply of drinking water and sanitation allow for a great deal of improvement.

Hours of Work and Shifts.

All the units except the one at Gokak work two shifts per day of 9 actual hours, the hours of work in one unit being 10 per day. Work starts at 7 or 7.30 a.m. and finishes at 6 or 6.30 p.m. for the day shift, the night shift hours being from 6.15 or 6.30 or 7 p.m. to 4.15 or 4.30 or 6 a.m. In two units at Barsi the relay system is adopted. Those working on this system have a spreadover of 13 hours with a rest interval between two to four hours.

In the unit at Gokak the hours of work on week days are 9-1|2 and 6-1|2 on Saturdays with one and a half hour's interval on week days and half an hour's interval on Saturdays.

The mills in these centres usually observe Sundays as closed days except when a local holiday intervenes.

Wages and Earnings.

In none of these centres have there been any substantial changes in the basic wage structure as compared to the pre-war period. All these centres, however, have granted the increases in wages recommended by the Bombay Textile Labour Enquiry Committee in the year 1938. The present position in regard to wages and earnings in these centres would be as presented in the following table :—

TABLE XXIII.

Occupations	Centres																	
	Poona			Barsi			Gadag			Gokak.			Surat		
	Basic wages or earnings p.m. including 1938 increase	Average Dearness allowance per month	Total	Basic wages or earnings p.m. including 1938 increase	Dearness allowance per month *	Total	Basic wages or earnings p.m. including 1938 increase	Dearness allowance p.m. †	Total	Basic wages or earnings p. m. including 1938 increase	Dearness allowance @	Total	Basic wages or earnings p.m. including 1938 increase	Dearness allowance per month*	Total
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Drawing Tenters ..	24 9 4	29 10 6	54 3 10	16 2 11	13 0 0	29 2 11	13 8 7	8 15 0	22 7 7	25 3 8	..	25 3 8	25 4 8	42 7 9	67 12 5
Slubbing Tenters ..	24 9 4	29 10 6	54 3 10	16 3 11	13 0 0	29 3 11	14 5 5	8 15 0	23 4 5	24 14 4	..	24 14 4	31 5 11	42 7 9	73 13 8
Inter Tenters	25 0 10	29 10 6	54 11 4	17 1 6	13 0 0	30 1 6	11 7 1	8 15 0	20 6 1	21 8 4	..	21 8 4	24 5 7	42 7 9	66 13 4
Roving Tenters ..	24 14 4	29 10 6	54 8 10	13 13 9	13 0 0	26 13 9	11 1 10	8 15 0	20 0 10	20 6 10	..	20 6 10	24 0 7	42 7 9	66 8 4
Siders	21 8 4	29 10 6	51 2 10	13 6 0	13 0 0	26 6 0	12 11 8	8 15 0	21 10 8	13 13 9	..	13 13 9	22 9 5	42 7 9	65 1 2
Tarwallas	..	..	..	9 10 8	13 0 0	22 10 8	..	..	..	..	..	..	..	..	..
Doffers	13 8 7	29 10 6	43 3 1	8 0 11	13 0 0	21 0 11	7 9 2	8 15 0	16 8 2	9 3 0	..	9 3 0	13 8 7	42 7 9	56 0 4
Two loom-weavers ..	28 4 11	29 10 6	57 15 5	29 15 11	13 0 0	42 15 11	16 10 5	8 15 0	25 9 5	..	..	..	13 8 7	42 7 9	56 0 4
Grey winders	13 8 7	29 10 6	43 3 1	6 9 8	13 0 0	19 9 8	7 9 2	8 15 0	16 8 2	13 13 9	..	31 13 9	38 6 0	42 7 9	80 13 9
Colour winders ..	12 6 7	29 10 6	42 1 1	13 8 7	13 0 0	26 8 7	..	..	..	..	..	..	9 13 3	42 7 9	52 5 0
Reelers	8 3 6	29 10 6	37 14 0	8 3 6	13 0 0	21 3 6	6 7 1	8 15 0	15 6 1	16 0 4	..	16 0 4	14 8 1	42 7 9	56 15 10

*D.A. represents the average for two units only.

†D. A. is calculated at the rate of 5½as. per day which represents the average of the rates paid in different occupations.

@D. A. is paid in kind, money value of which was Rs. 20 p.m. on an average during the year 1944.

The mill at Gokak pays no dearness allowance in cash but supplies a long list of commodities to the workers at pre-war prices since January 1940. It is reported that the total loss to the mill on account of the supply of commodities amounted to nearly five lakhs of rupees in the year 1944 or about Rs. 20 per worker per month. The mill at Poona bases the payment of dearness allowance on the Sholapur Cost of Living Index Number. For April 1945, the rate of the allowance was Rs. 1-2-3 per day per worker. In Gadag the allowance is paid at the rate of as. 5 per day in some occupations and at as. 6 per day in others. In two units at Barsi the rate of the allowance since September 1943 has been as. 8 per day but one of the units pays in addition as. 6 in the rupee to permanent workers only. The third unit pays a dearness allowance equivalent to two and a half times the basic wage upto Rs. 9 and twice the wages upto Rs. 11 and one and three quarters of the wages upto Rs. 21. One unit in Surat pays dearness allowance at the rate of 75 per cent. of the dearness allowance paid in the Ahmedabad mills, while the other unit pays at the rate of as. 4-8 per month of 26 working days for every rise of one point in the pre-war Ahmedabad Cost of Living Index Number.

Bonuses.—The Gokak mills paid a profit bonus equivalent to two months' wages during 1942-43 and 1943-44 while in the Poona mill the bonus was equivalent to one sixth of the wages in 1943-44 and 1945. At Gadag the bonus paid in 1944 amounted to two months' wages while at Barsi it varied from two months to three months' wages. In Surat one unit paid for 1943 bonus on the same scale as in Ahmedabad while the other paid one sixth of the basic wage for the years 1943 and 1944.

The wage period is generally a month but in Surat, weavers are paid fortnightly. In Barsi temporary workers are paid weekly.

Housing.

Only three of these units, two at Barsi and one at Gokak provide housing for their workers. About 10 per cent. of the workers at Barsi and 50 per cent. at Gokak have been housed by the employers. The mills at Gokak are situated at a long distance from the Gokak village and the employers have had, therefore, to build houses for the employees. The housing colony at Gokak is, perhaps, the best one in the Province of Bombay. The workers are provided with two-roomed tenements which are electrically lighted. The total number of tenements built is 1,230, out of which 1,081 are double-roomed and 149 three-roomed and over. There are adequate facilities for supply of filtered and chlorinated water, sanitation and drainage. A special sanitary staff is maintained to look after the cleanliness and sanitation of the colony. There are large open spaces around the buildings and adequate lighting and ventilation in the rooms. It is reported that the mill authorities take energetic measures to combat malaria by spraying stagnant pools of water with 'Malariol', scooping out small pools and by the installation of two 'Entoray' lamps for catching mosquitoes. The rent charged varies from as. 4 to Rs. 2-8-0 per month according to the type of accommodation supplied. Sub-letting is not

allowed. At Barsi, the housing provided contains one room only, the rent charged varying from Re. 1 to Rs. 2-4-0 per month.

The following summary statement[1] is of interest.

TABLE XXIV.

Centre	No. of employers providing housing	Total No. of tenements[2]	Single-room	Double-rooms	Three-rooms and over
Gokak	1	1,230	..	1,081	149
Barsi	1	116	116	..	..
Surat	2	73	23	50	..
Gadag	1	40	20	20	..

Welfare Work.

All the units except the one at Gadag maintain dispensaries, the unit at Gadag having arranged to send their workers to a local hospital for treatment. Most of these dispensaries are in charge of full-time doctors. The dispensaries at Gokak and in one of the units at Barsi are well-equipped both in medicine and staff. In Gokak and Barsi there are, in addition, maternity wards for the benefit of the workers' families.

In most of these centres there are creches in charge of a qualified nurse assisted by other staff. The creche at Gokak contains fine cradles and the children are regularly bathed and given free milk. In some of the other centres also similar provision exists.

Five of these units have canteens in which tea and light refreshments are served at prices considerably lower than the market prices except in one case in which the canteen is run by a contractor.

All the units have grain shops for supplying essential commodities of consumption as also cloth. In Barsi, however, the shop is run in one unit by a co-operative society.

Only at Gokak and Barsi educational facilities have been provided. In the former centre there are two schools, one a primary and another an English school. These schools are largely attended. In Barsi there is a school for the children of the operatives as also for half-time workers.

Two mills at Barsi and the one at Gadag have co-operative credit societies for the workers. Most of the workers at Barsi and Gadag are members of the Society. The value of a share is Rs. 5 only. At Barsi the amount advanced to a member is twice the sum of his share capital or eight times his monthly wages, whichever is less.

Only in one unit at Barsi and in the mill at Gokak has provision been made for safeguarding the future of the operatives by the institution of a scheme of Contributory Provident Fund. The fund is open to all workers irrespective of any income limit. The workers contribute 5 per cent of their wages per month and the employers contribute an equal amount. Those who have put in less than 15 years service, except in the case of incapacity or death, are not entitled to the employers' contribution. Loans are granted from the fund to members, the interest charged being 4 to 5 per cent per annum.

[1]Extracted from page 269 of the Bombay Textile Labour Inquiry Committee's Report.

[2]Includes rent-free quarters provided to some of the menial staff.

CHAPTER III.—SOUTH INDIA

INTRODUCTION.

The growth of the Cotton Mill Industry in South India during recent years has been almost phenomenal. The number of mills in the Madras Presidency, including Indian States, has risen from 26 in 1932 to 128 in 1942, the number of persons employed having risen from 34,753 in 1932 to 1,02,774 in 1942. It is noteworthy that the increase in the number of units and the number of workers employed has been extremely marked since the year 1937 in which year there were only 47 mills employing 49,110 persons. South India possesses certain natural advantages in respect of cheap labour, raw material and specially power resources as a result of hydroelectric schemes. The districts of Coimbatore, Madura and Tinnevelly are important cotton-growing centres with a long established tradition for hand-loom weaving. Among the Indian States in South India, Mysore is favourably situated for the manufacture of cotton goods.

The development of the cotton mill industry in South India dates back to the year 1883 when a spinning mill was started in Papanasam, five miles away from Ambasamudram with about 10 thousand spindles and 400 to 500 workers. Between the years 1883 to 1932 the development of the industry was not very rapid as only 26 mills were erected with 8,26,860 spindles and 5,233 power looms. The development of electric power since 1932 gave a great impetus to the development of this industry. The completion of the Pykara Hydro-Electric Scheme and the encouragement and assistance given by the Madras and Mysore Governments in the matter of loans, etc., for the purchase of electric motors greatly assisted the development of the industry.

The following table shows the location of the industry in South India.

TABLE XXV.

Centres	Description of the industry.	No. of Mills	Total number of persons employed daily in 1942
1. Madras	Spinning & Weaving ..	1	11,979
2. Madura (including Dindigal)	Spinning	7	16,470
,, ...	Weaving	3	260
3. Coimbatore	Spinning	19	12,867
,, ...	Spinning& Weaving ..	6	11,887
,, ...	Spinning & Ginning ..	6	6,422
,, ...	Cotton Waste Spinning..	1	310
4. Tinnevelly district	Spinning	3	11,113
,, ...	Spinning, Ginning and Weaving.	1	1,085
5. Ramnad district	Spinning	1	696
6. North Arcot	Spinning	1	627
7. Trichinopoly	Spinning and Weaving	2	638
8. Malabar	Spinning	1	595
,, ...	Weaving	3	1,432
,, ...	Combined Weaving and tile factory.	1	1,869
9. Salem	Spinning	3	1,679
,, ...	Spinning and Weaving	1	1,347
10. Guntur	Weaving	1	242
11. Bellary	Weaving	1	69
12. South Kanara	,, ...	1	24
13. West Godavari	Cotton Twisting and Weaving.	1	17
14. East Godavari	Cotton Spinning and Ginning.	3	501 454

Centre.	Description of the industry.	No. of Mills.	Total number of persons employed daily in 1942
Indian States.			
15. Mysore	Spinning	1	1,200
	Spinning and Weaving ..	7	13,192
	Combined Weaving, dyeing, etc.	47	1,799
16. Cochin	Spinning	2	2,500
	Spinning & Weaving ..	1	
17. Travancore	Spinning	2	1,000
18. Pudukota	Spinning	1	500
		128	1,02,774*

The South Indian Cotton Mill Industry concentrates more on spinning than on weaving and it is seen that of the total spindles in India, about 16 per cent are to be found in South India. Only about 4.7 per cent of the total loomage in India is to be found in the South Indian mills.†

It will be seen from the above table that from the point of view of the numbers employed in the 18 odd cotton manufacturing centres, Coimbatore, Madura, Madras and Tinnevelly are important. Among the Indian States in South India, Mysore is by far the largest centre of the cotton spinning and weaving industry. It is noticeable that Mysore State has now 55 units engaged in the spinning and/or weaving of cotton goods. In Cochin State the two important centres of cotton manufacture are Trichur and Pudukad, and in Travancore, Quilon where there is a spinning mill and Alwaye where a spinning mill is under erection and a small dyeing factory.

Of the 128 units in South India, 40 are purely spinning concerns, 9 purely weaving concerns and the remainder combined spinning, weaving and ginning factories.

Of the total labour force of slightly over a lakh of workers, about 19 per cent are women and 1 per cent children.

For purposes of the present enquiry, 41 mills employing about 86,500 workers or 81.6 per cent. of the total labour force were surveyed as shown below :—

TABLE XXVI.

Name of Centre.	No. of Mills surveyed	No. of workers (in round figures).
Madura	2	15,500
Madras	1	14,000
Coimbatore	26	31,000
Mysore State	8	17,000
Cochin State	3	2,500
Tinnevelly District	1	6,500
	41	86,500

While the *ad hoc* survey related to 41 mills only, a wage census was conducted in 67 units employing about 99,000 workers or 93.4 per cent. of the total. The census related either to the month of January or April 1944. The

*Figures taken from the Printed Return of Large Industrial Establishments published by the Government of Madras for 1942. The total number of persons employed in 1944 is about 1,06,000.

†Bombay Cotton Annual 1943-44, pages 128-129.

following summary table gives the details regarding the number of units covered for purposes of the wage census in the selected centres.

TABLE XXVII.

Name of Centre	No. of Mills covered by the Wage Census
1. Madras	1
2. Madura	9
3. Coimbatore	34
4. Salem	1
5. Tinnevelly	3
6. Mysore State	8
7. Cochin State	3
8. Pudukotah State	1
9. Travancore State	2
10. Ramnad and Trichinopoly	5
Total ..	67

The largest cotton manufacturing centre in South India namely, Coimbatore has a well knit organization of employers, called the Southern India Mill Owners' Association registered on 2nd September 1933 under the Indian Companies Act, VII of 1913, of which many of the mills in Coimbatore and a few mills in other centres in South India are members. The Buckingham and Carnatic Mills, Madras, are under the management of Messrs. Binny and Co., and so is the largest cotton spinning and weaving unit in Bangalore, while those at Madura, Tuticorin and Ambasamudram are under the direct management of Messrs. Harvey & Co. Two fairly large units of the Industry in Mysore State namely, the Mysore and Minerva Mills in Bangalore are under the management of Messrs. N. Sirur & Co., Bombay.

A. MADRAS.

Employment.

In Madras proper there is only one cotton mill, namely, the Buckingham and Carnatic Mills. It is a combined spinning and weaving concern with 1,18,972 spindles and 2,752 looms. The mill is divided into two units.

A detailed *ad hoc* survey of the conditions of work in this mill was conducted and a wage census on a sample basis was also taken for the month of April 1944.

Since the outbreak of the War, the volume of employment in this concern has gone up by nearly 61 per cent. as will be seen from the following statement :—

TABLE XXVIII.

	Buckingham Mill		Carnatic Mill		Total	
	August 1939	April 1944	August 1939	April 1944	August 1939	April 1944
Men	4,454	9,273	3,115	4,763	7,569	14,036
Women	..	..	..	..	..	..
Children	621	..	421	..	1,042	..
Grand Total ..	5,075	9,273	3,536	4,763	8,611	14,036

A noticeable feature is that this mill does not employ any child labour and although it employed prior to the War about a thousand children, the employment of children has now been completely discontinued. No women are employed.

There is no contract labour in these mills.

About 58 per cent of the workers are permanent and the rest temporary. Permanent workers are entitled to certain benefits which are not given to temporary workers. Details regarding these will be discussed in the appropriate sections of this Report. It is understood that under normal conditions all the workers are treated as permanent. The employment of temporary workers has been a war time development.

About 29 per cent of the workers are on piece-rates and the remaining 70 per cent on time-rates.

There is very little absenteeism in the mill, being of the order of about 1 to 2 per cent only and the turnover is reported to be about 5 per cent. An examination of the figures of the length of service of the workers in this mill shows that among the permanent workers, about 67 per cent have a service of over 10 years, 13.7 per cent between 5 and 10 years and the remaining below 5 years. The following statement is of interest in this connection.

TABLE XXIX.

Length of service	Permanent workers	Temporary workers	Total
Operatives between 0 and 1 year	103	2,360	2,463
Operatives between 1 and 5 years	1,467	3,311	4,778
Operatives between 5 and 10 years..	1,073	..	1,073
Over 10 years	5,176	..	5,176
Total ..	7,819	5,671	13,490

There is no system of apprenticeship and training for the ordinary operatives. In the Engineering Department, however, there is an apprenticeship scheme for a period of 5 years for fresh recruits. This period is counted for service.

Recruitment.—Labour is recruited through a special Recruiting Officer. Applications are received by this office and interviews arranged. Applicants for skilled jobs are subjected to a test. If the applicant is found to be good in the interview and the test, he is subjected to a medical examination and employed if the medical report is favourable. In making the selection the Recruiting Officer also ensures that the applicant has gone up to the third Vernacular standard.

Working Conditions.

Hours of Work and Shifts.—Ventilation, lighting, etc., inside the departments of these mills are very satisfactory. Fans are also provided in certain departments to assist natural ventilation. The machinery is well laid-out and there is plenty of moving space for the workers in the departments.

The mills have erected three spacious tiffin sheds which can accommodate at a time about four thousand persons. In one of the sheds, concrete tables, 6 ft. high, have been provided.

Ample water supply is available throughout the year.

Latrines and urinals are provided on the scale laid down under the Factories Act. They are flushed by tank water and are maintained in a sanitary condition.

In order to cope with the heavy orders resulting from War conditions the mill works multiple shifts in the process departments. The working hours are 8 to 9 with a spread over of 10 to 13 hours. There is also a general shift of 9 hours in all the departments with a spread-over of 10 hours, the working hours being 7-30 a. m. to 12 noon and 1 p. m. to 5-30 p. m. In addition, night shifts are arranged in different departments in which the working hours vary from 8 to 9.

The mill has Standing Orders for its operatives which govern questions such as leave, holidays, attendance, resignation, discharge, etc.

There is no Labour Officer in the mill, but the grievances and the complaints of the workers are enquired into by the Welfare Superintendent. There are departmental welfare committees which represent the workers' grievances to the Central Welfare Committee.

Wages and Earnings.

This mill has introduced a standard basic wage scheme since 1st January 1942. Its salient features are as follows :—

(1) Fresh recruits to be paid at the new rates ;

(2) Those in service on 31st December 1941 have their wages divided in two parts, (a) basic wage plus (b) the percentage, the latter being the difference between the December 1941 wage and the basic wage ;

(3) On the 1st of January every year after 1941, an increase of one per cent. on the basic wage is added to the percentage. The increase is given to all permanent workers who were in service on the 30th of June of the preceding year ;

(4) Temporary workers are treated in the same way as permanent workers for purposes of the increase, provided they have worked for six months continuously immediately preceding the 1st of January ;

(5) A worker on transfer to a higher job receives his new basic wage and in addition, a percentage sufficient to bring his gross earnings up to those of a worker of similar total service already employed in the job.

Under the Scheme the minimum wage of a cooly is as. 12 per day.

A wage census was conducted in this mill for the month of April 1944, and the following table contains information regarding wages and earnings in principal occupations in the mill :—

TABLE XXX.

Table showing average daily wages and earnings in selected occupations in the Buckingham and Carnatic Mills, Madras.

Occupation.	Sex	Piece Time rate	Number of hours work per shift.	Number of workers	Average daily Basic Wages earned	Average daily net earnings.
1.	2	3	4	5	6	7
					Rs. A. P.	Rs. A. P.
Drawing Tenter	M	T	9	100	1 3 1	2 0 6
Slubbing Tenter	M	P	9	29	1 8 8	2 6 4
Intermediate Tenter	M	P	9	44	1 7 5	2 5 8
Roving Tenter (Single) ..	M	P	9	86	1 1 11	1 15 2
Roving Tenter (Two Frames) ..	M	P	9	6	1 10 8	2 9 2
Ring Piecer (Siders)	M	P	9	497	0 12 6	1 9 11
Roving Doffer	M	T	9	109	0 11 11	1 10 0
Frame Doffer	M	T	9	61	0 9 11	1 7 9
Ring Doffer	M	T	9	622	0 10 9	1 7 11
Grey Winder	M	P	9	64	1 1 8	2 0 3
Cone Winder	M	P	9	25	1 0 11	1 15 4
Pirn Winder	M	P	9	410	1 5 8	2 4 4
Reeler	M	P	9	80	1 5 11	2 2 4
One-Loom Weaver	M	P	9	94	1 4 9	2 5 2
Two-Loom Weaver	M	P	9	493	1 5 11	2 5 2
Twelve-Loom Weaver	M	P	9	80	2 3 0	3 7 4
Cooly	M	P, T	9	3,170	0 12 9	1 10 8
			Total ..	5,970		

The figures in the above table should be read in the context of the fact that in certain departments of this mill such as drawing, slubbing. etc., efficiency schemes of work have been introduced. So far as basic wages are concerned, it will be seen that different types of tenters have an average basic wage varying from Rs. 1-1-11 to Rs. 1-10-8 per day. Ring Piecers average Rs. 0-12-6 per day while Roving and Frame Doffers average Rs. 0-11-11 and Rs. 0-9-11 respectively. Ring Doffers average as. 0-10-9 per day. The average basic wage of winders varies from Rs. 1-0-11 to Rs. 1-5-8 per day while reelers average Rs. 1-5-11 per day. In this mill, the majority of the weavers are on two-looms and a fairly large proportion are also on automatic 8-looms. There are one-loom weavers, two-loom weavers, three-loom weavers, four-loom weavers, six-loom weavers, eight-loom weavers, ten-loom weavers and also twelve-loom weavers. One-loom weavers earn from their basic rates Rs. 1-4-9 per day, while two-loom weavers earn Rs. 1-5-11 per day. The average daily basic wage of 12-loom weavers, of whom there were 80 at the time of the enquiry was Rs. 2-3-0. Coolies have an average basic wage of Rs. 0-12-9 per day.

So far as net earnings are concerned, it will be seen that the lowest net earning is Rs. 1-7-9 per day in the case of a doffer. The highest earning is of 12-loom weavers who average Rs. 3-7-4 per day. The average daily earning of two-loom weavers comes to Rs. 2-5-2. The following summary table gives the frequency of wages and earnings in the different wage and earning groups. In preparing the frequency certain occupations in addition to those shown in the above table have been taken into consideration and it relates to a total of 6,475 workers.

TABLE XXXI.

Wage groups.	Percentage of workers whose average daily basic wages and net earnings were :—	
	Basic wages	Net earnings :
Under as. 4	..	..
As. 4 & under as. 8	..	..
As. 8 & under as. 12	11·64	..
As. 12 & under Re. 1	60·18	..
Re. 1 & under Rs. 1/4	6·82	..
Rs. 1/4 & under Rs. 1/8	9·91	7·41
Rs. 1/8 & under Rs. 1/12	3·49	61·67
Rs. 1/12 & under Rs. 2	6·72	6·01
Rs. 2 & under Rs. 2/4	1·24	5·08
Rs. 2/4 & under Rs. 2/8	..	8·63
Rs. 2/8 & under Rs. 2/12	..	1·65
Rs. 2/12 & under Rs. 3	..	8·12
Rs. 3 and over	..	1·43
	100·0	100·0

It will be seen from the above table that so far as basic wages are concerned, nearly 60 per cent fall within the wage category as. 12 and Re. 1 while 61.67 per cent are in the earnings category Rs. 1-8-0 and under Rs. 1-12-0.

Dearness Allowance.—The scale of dearness allowance paid is linked to the official cost of living index number for Madras. The scale provides for the payment of the allowance at as. 4 per point above 108 and up to 131 points. From 131 points to 160 points it is paid for at the rate of as. 3 per point and thereafter at as. 2 per point. The reason for reducing the scale of the allowance with the increase in the index number is not understood, but it is reported that a lower scale after 131 was fixed, because, it was felt that the original

scale of as. 4 per point was excessive. In June 1944, when the index number stood at 204, the dearness allowance paid amounted to Rs. 18-6-0 per month.

This mill pays in addition a number of allowances and bonuses. These are as follows :

Temporary War Production Allowance.—This is being paid since January 1940 to permanent workers of the mill at 6 pies per rupee of wages earned.

Shift Allowance.—Before the outbreak of the War, very few workers were engaged on night shifts. The number has now greatly increased and those employed on night shifts are, therefore, paid at the rate of 1¼ times the normal rates of wages.

Production Bonus.—This is paid only to weavers and assistant weavers on automatic looms when the production is above a specified minimum. The amount of bonus varies from 1 to 6 per cent. of the total earnings.

Attendance Bonus.—This is paid at the rate of Rs. 2-8-0 per half year ending 30th June and 31st December respectively to all permanent workers who have not absented themselves even for a single half day exclusive of privilege leave granted to them. The bonus is payable only to those whose pay is less than Rs. 100|-. Any permanent worker winning three such bonuses consecutively receives a prize of Rs. 5|- and a certificate.

Annual Profit Bonus.—At the end of every half year, profit bonus is given equivalent to the dividend declared on ordinary shares to all permanent workers. The rate of this bonus for the half-year ending 31st June 1945 was 12 per cent. of wages.

Temporary workers are not entitled to this bonus, but the Company paid such workers " a gift amount " for the half year ending 30th June 1944. The rate of this " gift amount " amounted to as. 0-1-9 per rupee of wages.

Special War Savings Gift.—The mills have also granted a special War Savings gift of 5 per cent. of wages earned (exclusive of dearness allowance, bonus and other allowances) for the calendar years 1942 and 1943 to all permanent and temporary workers who had six months or more service to their credit. The amounts have been deposited in the Post Office Defence Savings Bank in the name of each worker.

Overtime Allowance.—Overtime is paid for at 1½ times the ordinary rate.

The wage period is a calendar month and wages are paid within 10 days of their becoming due.

There is no fining in the mills.

Housing.

The company has built housing colonies for their workers in four villages situated in the vicinity of the mills. The total number of houses constructed is 487. The accommodation available to each worker consists of a verandah, a living room, a washing place and latrine. They are all *pucca* structures and neatly constructed. The villages get their water supply from the municipal mains for drinking and cooking purposes, while for washing and flushing well water is provided. The colonies have an adequate system of drainage and are maintained in a clean and sanitary condition.

About 6 per cent. of the permanent workers have been provided with housing in these colonies.

In the majority of the cases the rent charged is Rs. 1-8-0 per month, while for certain houses with larger accommodation, the rent varies from Rs. 3 to 5 per month.

Thus, while the mill has provided good housing, only a small proportion of the total employed derive its benefit. The bulk of the workers have to live in houses owned by private landlords in the vicinity of the mills. These are extremely over-crowded. The accommodation generally consists of one or two rooms and a kitchen with a floor area of 50′ × 30′. Six to eight workers are found to live in such houses. Water Supply and sanitary conveniences are unsatisfactory. For a small room 10′ × 8′ and a kitchen, a rent of about Rs. 5|- has to be paid and sometimes workers are forced to pay even Rs. 6 to Rs. 7|- per month. Some workers live in huts known as Cheris. Such huts have walls plastered with mud and roofing of leaves. Even for such Cheris, rent varying from Rs. 1-8-0 to Rs. 3|- per month has to be paid.

In addition, the Government of Madras and the Municipal Corporation have built some "lines" for some hundred workers in the mill area which consist of a room and a kitchen with common sanitary conveniences and drinking water supply.

Welfare Work.

The mill has a well-equipped dispensary which is kept open all the 24 hours. There are four full-time doctors in charge assisted by other staff. Over a thousand cases are treated daily. Workers who are unable to come to the dispensary are visited at their homes by the Company's doctors.

Maternity and Child Welfare centres have been started in the housing colonies of the workers. They are in charge of Health Visitors. Medical officers of the company conduct weekly clinics in these centres.

The occupational diseases reported by the factory are :—Chrome ulcers of the mucus membrane of the nose and chrome sores of the skin in the Bichromate plant. Considerable attention is paid to workers suffering from these diseases and there is also a periodical medical examination for them.

For half-timers employed in this mill, the mill has started a school. The school is open also to the children of the operatives. There is a night class in the school for adults and for general education.

There are Textile Technology classes for workers of the Textile Department.

The mill has an Athletic Association, a Dramatic Society and a Debating Society.

Educational facilities are also povided for the female workers in the four main villages.

The mill has large recreation grounds where football, cricket, badminton, base-ball, volley-ball are played by the workers.

The mill runs a grainshop where commodities are sold to workers. The articles controlled by Government are sold at controlled rates and in the case of other commodities only incidental charges are added to the cost price.

One special feature in this mill is the constitution of a Central Welfare Committee since the year 1922. The committee is composed of representatives of the management and the workers. The latter are returned as a result of elections by workers in the various departments. There are also 13 departmental committees. These committees meet regularly and consider matters relating to labour welfare.

The mill has a Provident Fund Scheme and also a Scheme for paying Gratuity. The qualifying period for a gratuity is 10 years. The gratuity is calculated at the rate of 5 to 7½ per cent. of the wages depending upon the length of service.

A Provident Fund Scheme was introduced in the year 1904. It was registered in 1943. Membership of the Fund is open to all full-time workers drawing Rs. 100|- or more per month. The contribution of the employee and the company is equal, being 5 per cent. of wages. With a view to replacing the Gratuity Scheme, the Company proposed a Provident Fund Scheme for workers getting under Rs. 100|-, but as the workers had not agreed to it, the company has not yet proceeded with it. The company, however, intend to introduce this scheme for new permanent workers.

There is a flourishing Co-operative Credit Society in the mill with a membership of about 3,000.

There is a registered Trade Union of the workers employed in this mill. It is reported that the membership is about 1,500 to 2,000. The Union has, however, not been recognized by the management. It has a permanent building of its own with a Printing press and prints and publishes a Tamil Journal devoted to labour matters.

B. MADURA.

Madura is an important centre of the cotton spinning industry in South India. There are nine cotton mills employing about 17,000 persons. Six of these are spinning mills employing over 16,000 persons and the remaining three are small weaving factories.

For purposes of the present survey the labour conditions in two of the largest units employing over 15,500 persons or about 91 per cent. of the total employed in this industry in the centre were covered. The largest unit surveyed was the Madura Mills employing about 13,200 persons, the other unit being the Sree Meenakshi Mills employing about 2,500 persons. Both these are spinning mills. As the Madura Mills is one of the largest concerns in the country and as the conditions in these two units differ in many respects they have been dealt with separately in the following paragraphs.

1. MADURA MILLS.

The Madura Mills was established in 1889 with a capital of over a crore of rupees. It has 2,30,552 spindles.

Employment.

As compared to 1939, employment in this factory had gone up by about 30 per cent. in January 1944, the employment figures being 10,171 and 13,230 in 1939 and 1944, respectively.

Of the 13,230 persons employed, 10,534 were men 2,645 women, 32 boys and 19 girls. Thus, about 20 per cent. of the labour force consists of women and children. It is noticeable that as compared to 1939, while there has been considerable increase in the number of men employed, there has not been a proportionate increase in the employment of women. It would appear also that this mill is gradually discontinuing child labour because, whereas in 1939, the number of children employed was 757, in January 1944, their number was only 51.

Recruitment.—A striking feature of recruitment in this mill is that there is an understanding between the management and the labour union, which is a registered body and is recognized by the management, that the vacancies should be notified to the union. The union maintains a complete register of relatives

of the work-people in the mill in search of jobs and also of the former temporary employees of the mill. On receiving the notice, the Union recommends names for the vacancies. The selection is made by the management usually from among the list supplied by the union.

There is a regular system of apprenticeship in this mill. Workers who are recruited for semi-skilled jobs are first taken as "' learners " on half pay plus dearness allowance and on confirmation full pay plus full dearness allowance is given if found satisfactory after a month's trial. There is also a system for the apprenticeship and training of the supervisory staff.

The workers in this factory are classified as permanent and temporary. About 80 per cent. are permanent.

Absenteeism.—The average percentage of absenteeism during the year 1944 amounted to 14. This figure, however, includes absence due to casual and sick leave. The percentage of absenteeism not due to leave was only 3.18 in the year 1944, and it is probably the lowest in the country. The following statement is of interest in this connection.

TABLE XXXII.

Year.	Casual leave (% total number of workers on roll)	Sick leave	Absence without permission	Total
1941	4·84	3·35	1·88	10·07
1942	4·45	4·22	2·68	11·35
1943	4·46	4·48	2·16	11·10
1944	5·29	5·15	3·18	13·62

Owing to the attractive conditions of work and wages in this factory, employment is much sought after and the labour turnover is, therefore, very small being of the order of about 2 per cent. This factory has an extremely stable labour force as can be seen from the following statement of the length of service of the operatives.

TABLE XXXIII.

Service Number of years	Number of workers	Percentage
0 and 1 year	1,318	10·0
1 to 5 years	3,911	30·0
5 to 10 years	3,311	25·4
Over 10 years	4,516	34·6
Total ..	13,056	100

It will be seen that 34.6 per cent. of the workers have put in over 10 years of service, 25.4 per cent. between 5 to 10 years, 30 per cent. between 1 to 5 years and only 10 per cent. less than a year.

Working Conditions.

Hours of Work and Shifts.—Conditions inside this factory are some of the best in the country. Two of the departments have special air conditioning plants. Most of the departments are properly ventilated and lighted. The departments are kept clean and there is enough space for the workers to move about. The supply of drinking water is adequate. A tiffin shed about 119′ × 60′ with cement flooring has been provided for the workers to take their

meals during interval. The shed is kept very clean. About a thousand workers can take their meals at a time. In the Tiffin Sheds, separate arrangements have been made, where workers can deposit their tiffin carriers in lockers.

The number of latrines and urinals is adequate and they are kept in sanitary condition. Four bathing places have also been provided. The workpeople are given a cup of tea in the departments at about 11 o'clock in the morning at a nominal price of one pice each. The night shift workers are served with a cup of tea free of charge.

Hours of Work.—Except for the Engine and Boiler departments, the other departments work two straight shifts of 9 hours each with a spreadover of 10 hours. The day shift is from 8 a.m. to 12.30 p.m. and 1.30 p.m. to 6 p.m. and the night shift from 6.15 p.m. to 10.45 p.m. and 11.45 p.m. to 4.15 a.m. There is a system of weekly change-over of shifts.

Sundays are usually closed holidays. Besides Sundays, holidays are given on important local and religious festivals.

The relations between the employers and the employees are regulated by the Standing Orders of the mill which deal with attendance, redress of grievances, etc. A copy of these orders is attached as appendix III. The mill has established a separate Labour Department to attend to labour matters.

Wages and Earnings.

A Wage Census was taken in this mill on a sample basis relating to the month of January 1944. So far as wage rates and dearness allowance are concerned, this mill gives a lead to the other large units of the industry in Madura and these adopt the rates of the *Madura Mills* except for some of the smaller units.

Table in appendix IV contains the figures regarding average daily basic wages and earnings in selected occupations in this mill. It is seen from this table that the lowest average daily wage is Rs. 0-7-9 to be found in the case of two numerically important occupations, namely, ring doffers and spinners. Winders average Rs. 0-8-4 per day, roving doffers Rs. 0-8-8 per day, while different types of tenters average from as. 10 to 0-11-8 per day. The average basic wage of a cooly comes to Rs. 0-10-10 per day. As compared to the three other large units of the industry at Madura, this mill has a higher basic wage level. In regard to earnings it was found that during the census month the highest average earning was of slubbing tenters which was Rs. 43-3-10, the lowest being of ring doffers which was Rs. 33-15-0. The table also contains information regarding wages and earnings of workers with full attendance. The highest average earning of such samples was Rs. 43-11-0 in the case of slubbing tenters and the lowest is Rs. 38-0-0 in the case of Leesona Winders (men).

Housing.

The mills have provided housing for about 600 workers. The housing colony of this factory known as "Harveypatti Colony" is one of the most unique colonies of industrial workers in the country. Plans of the colony and of the workmen's dwellings will be found at the end of this Report.

A Housing Co-operative Society with a Board of Directors comprising of the District Collector, the President of the District Board, a workers' Director, the leader of the Labour Union and a representative of the management as

President was established in 1938. The initial capital was advanced by the company free of interest and some six hundred houses have now been built in an ideal colony which is almost self-sufficing from the point of view of amenities, such as schools, markets, dispensaries, etc. It is laid out with a park in the centre. Each block contains two houses built of pucca material with tiled roofing and cement flooring. The accommodation for a family consists of a small open space in front,. a verandah, a living room, a bed room, a kitchen, a store, a back-yard with a hand-flushout latrine and tap common for the block. The total outlay on the colony is about 8 lakhs of rupees out of which the society has borne six lakhs and the remaining expenditure has been borne by the mills.

The colony is about five miles away from the mills, but the mills have made arrangements with the Railway to run workers' specials from this colony. They have also arranged for quarterly season tickets at concession rates of Rs. 3|15|- per quarter.

Each worker is charged Rs. 600 only for the house occupied by him. The system of repayment is of the Hire Purchase System and the workman pays Rs. 4|- per month as rent. The house becomes the workman's property after a period of about 12 years. The grant of the house to the workers is subject to the following conditions :—

(1) The worker must be married ;

(2) At least two members of the family should be working in the mill ;

(3) The workers should have completed at least five years' service in the mill.

According to clause 16 of the Agreement, the tenant is entitled to a formal conveyance of the house effected in his favour immediately on payment of the amount of instalments in full. Thus, as soon as the worker has paid Rs. 600|-, the ownership of the house passes on to him.

Until recently the mills bore the cost of the dispensary, gardens, water supply, drainage, etc., amounting to Rs. 1,100 per month in the Mill Colony This has, however, now been passed to a Panchayat consisting of six members. For the upkeep of the colony, the Panchayat levies a tax of as. 5 per house per month while the mills contribute Rs. 400|- per month to the upkeep fund.

Welfare Work.

Apart from its excellent housing scheme which has been described above, these mills are following a very forward policy in regard to welfare work. Certain items of welfare included in the welfare programme of these mills are unique in character and are, therefore, discussed in some detail in this section.

Medical Aid.—The company maintains a well-equipped dispensary in charge of a full-time qualified doctor assisted by registered nurses. It is kept open from the commencement of the day shift to the end of the night shift. A separate dispensary has been established for the benefit of the workers' families. This dispensary is in charge of a qualified lady doctor assisted by lady compounder, etc. Ante-natal clinics are also held. There is also a dispensary in the workers' housing colony. In addition, the mills have arranged with a local hospital for the free treatment of their workers requiring hospital treatment. From time to time, large donations are given to these hospitals by the mills. The management has also made arrangements for the treatment of workers suffering from T. B., Cancer, etc.

A creche housed in a spacious building is being maintained with special accommodation for children of different ages. A kitchen is attached to the creche and the children are supplied with meals, milk, fruit, etc., free of cost.

The company maintains a tea canteen which is kept in a clean condition. A cup of tea is served, free of charge, to night shift workers, while it is supplied at a nominal cost of 3 pies to the day shift workers in the departments. The loss to the company on account of supply of tea to the workers is over Rs. 25,000 per annum.

Arrangements for tiffin sheds are made for serving coffee. These coffee hotels, as they are called, are run by outside contractors and these are periodically supervised by mill doctors. As a check on the contractor, the Welfare Committee of the Mills discusses with him the quality of the refreshments to be served and the rates to be charged.

Under the Welfare Scheme of the mill, to which reference will be made in a subsequent paragraph, a school for the workers' children has been established. Admission is restricted to the sons and daughters of the workers only. There is also a school in the workers' housing colony with over 300 children, one-third of whom are girls. The expenditure of the school is financed by the management.

Co-operative Stores.—This is perhaps the largest workmen's store in the whole country. The store which is called the 'Madura Mill Workers' Co-operative Stores, Ltd., started functioning early in 1940. The membership of the stores is over 7,000. The mills have provided a spacious building for the stores at a nominal rent of Re. 1|- per month and have, from time to time, advanced money for the purchase of commodities of consumption, cloth, etc. In the initial stages the company also gave a large subsidy to the store and continues to do so. In the year 1943 the society made a gross profit of nearly Rs. 2 lakhs and paid dividend at the rate of five per cent.

The Board of Management consists of a representative of the mill who is the President, a representative of the Union and three elected representatives of the workers.

These stores, in days of scarcity and short supply, proved a veritable boon to the workers. The business of the stores is managed in a very efficient manner and the workers have no difficulty in obtaining their supplies.

The following schemes are in operation in these mills in connection with safeguarding the future of the operatives.

Pensions are granted to workers who have put in 30 to 35 years' service. The rate of pension is equivalent to half the month's wage. In some cases special pensions are also paid and a gold medal awarded for long service of over 35 years. Pensioners are also paid dearness allowance at a flat rate of Rs. 6 per month.

Those who do not qualify for a pension are entitled to a gratuity and this is paid at the discretion of the management.

A somewhat unique system is the Workers' Savings Fund. This fund came into operation with effect from 1st January 1942. The object of the fund is to promote thrift among the workers. In consultation with the workers' representatives it was decided that half the bonus paid in 1942 should be paid in cash and the other half placed at the workers' credit in the Savings Fund. The company contributes a sum of Re. 1 to every permanent worker's account who subscribes Re. 1 per month. About 7,000 workers were members of the Fund at the end of 1943. The expenditure on account of this fund to the company amounted to over a lakh of rupees in 1944.

The remarkable success of the various activities undertaken by the mills are primarily due to two reasons : Firstly, the mills have been liberally financing these activities and trusting the workers' representatives to make the best use of the funds made available for the purpose. For financing all the welfare activities a fund has been created to be operated by an Association called " The Madura Labour Union Welfare Association ". The objects of the Scheme are :—

(1) To conduct schools for adult workers,

(2) To maintain schools for half-timers employed in the mills,

(3) To establish schools for the employees' children,

(4) To provide indoor and out-door games for the employees and pupils of the school,

(5) To provide for athletics ;

(6) To arrange excursions and picnic parties,

(7) To encourage scouting,

(8) To arrange for bhajans, music parties, etc,

(9) To organize educational lectures,

(10) To maintain a free Reading Room and a Library,

(11) To encourage handicrafts, etc.

(12) To maintain a dramatic section, and

(13) To undertake such schemes as would promote the social, educational and moral development of the workers and their children. During the year 1944 the mills spent over Rs. 2½ lakhs on welfare work.

Trade Unionism.

A novel feature in regard to labour employed in these mills is the very close co-operation between the management and the representatives of the workers' Union. This co-operation is real and effective and the Union, without being a company union, is trusted by the management and encouraged to carry on its activities with the sole object of improving the moral and material conditions of the operatives. A unique feature is that, as pointed out already when new recruits are required, they are recruited through the Union although, the final decision in the matter of appointments rests with the management. In regard to dismissals also, although the Union is not allowed to interfere, they are given a chance to review such cases. In all its welfare activities, the Union is freely consulted and the wishes of the representatives respected.

MEENAKSHI MILLS, MADURA.

The second comparatively large mill surveyed at Madura was the Sree Meenakshi Mills. This mill employs over 2,500 workers. As compared to the pre-war period, employment has gone up by 66 per cent. It is only a spinning concern. Except for about 560 workers, the rest are time-rated. Of a total complement of 2,502, 478 were women, 111 children and the rest males. The workers are recruited directly by the management. They are classified as permanent and temporary. About 70 per cent. of the workers are permanent and the others temporary. There are certain privileges attached to permanent workers, such as those relating to leave, benefit of the savings funds, etc.

The labour is recruited at the gates and there is no special agency employed for recruitment.

It is reported that absenteeism in this mill is about 6 to 7 per cent. only. Labour turnover is also small. The mill maintains service cards for its operatives in which particulars regarding date of joining, service, leave taken, etc. are entered.

Apprentices are taken in the roving, ring frame and winding departments. During the period of training no wages are paid.

Working Conditions.

Hours of work and shifts.—Being a comparatively new concern, ventilation, lighting, etc. inside the departments are satisfactory. The lay-out of the machinery is also such that it leaves enough space for the workers to move about. The departments are maintained in a very clean condition.

There are two tiffin sheds for the use of the workers. Most of the workers, however, prefer to take their meals under the sheds of trees.

This mill has a system of multiple shift working and it works all the 24 hours. There are five shifts of nine hours each with a spreadover varying from 10 to 13 hours. The working hours of each shift are as follows :—

A. 7 a.m. to 11 a.m. and 12 noon to 5 p.m.

B. 11 a.m. to 4 p.m. and 5 p.m. to 9 p.m.

C. 7 a.m. to 12 noon and 4 p.m. to 8 p.m.

D. 9 p.m. to 12 midnight & 1 a.m. to 7 a.m.

E. 9 p.m. to 1.30 a.m. and 2.30 a.m. to 7 a.m.

Shifts A and B interchange with shifts D and E at the end of every week, while C is a fixed shift.

In this mill Monday is observed as a closed day.

This mill has Standing Orders for operatives which are very nearly the same as those adopted by the Madura Mills.

No Labour Officer has been appointed to enquire into the grievances of the workers but, it is reported that the workers can approach the Secretary and Managing Director direct to ventilate their grievances.

Wages and Earnings.

The wage rates in this mill are practically the same as those prevailing in the Madura mills which have already been discussed. The scale of dearness allowance is also the same as in the Madura Mills.

Workers on night shifts are paid Re. 1 per month subject to the condition that the worker has worked for at least 10 nights. Commission on production and bonus are paid at the same rates as in the Madura Mills. Fines are imposed but, these are not very heavy. There is no separate Fine Fund but money realized from fines is credited to the welfare fund.

Housing.

This mill has made no provision for housing the workers. It is understood that the mill is anxious to house a large proportion of its operatives but that it is unable to secure the land. The workers of the mill live in huts or in rented buildings in the vicinity of the mills. The conditions in these are extremely unclean and insanitary.

Welfare Work.

Welfare work done by this mill consists of a dispensary in charge of two full-time qualified doctors, a creche with a trained nurse and other staff, a tea canteen under the supervision of the Tea Marketing Expansion Board, a school for the workers' children, a workers' co-operative store and a co-operative building Society. This co-operative store which has a membership of nearly 2,000 workers is partly subsidized by the mills. In addition to supplying provision, the store runs a coffee hotel in which light refreshments and coffee are sold to the workers during the day at rates considerably lower than those prevailing in the bazaar.

This mill has also instituted a Savings Fund on the same lines as the Madura Mills. During the year 1944-45 the mill spent nearly Rs. 50,000 on welfare work.

There is no Provident Fund Scheme for workers, but it is understood that in deserving cases, pensions are granted.

Wages and Earnings in Madura.

For purposes of the Wage Census seven units of the industry in Madura were covered. The table in appendix V contains information regarding basic wages and earnings in selected occupations in these units. These averages are weighted averages. Being spinning mills, naturally the largest single occupation is of reelers. It is seen that so far as basic wages are concerned, a male reeler earns Rs. 0-7-1 per day and a woman reeler 0-7-3 per day. In the second largest occupation, namely spinning full siders average Rs. 0-11-5 per day while woman full-siders average 0-7-2 per day. In the mills at Madura, men, women and children work as ring doffers. The average daily basic wage of male ring doffers comes to Rs. 0-7-5, of women doffer Rs. 0-7-0 and of children Rs. 0-3-9 per day. So far as winders are concerned, the average daily basic earnings vary according to the type of winding, being the lowest in the case of Pirn winders and the highest in the case of Lessona winders. The latter average a daily basic wage of Rs. 0-8-4. In the case of coolies the average basic wage is Rs. 0-9-2.

As has been stated in the foregoing section the mills at Madura pay a dearness allowance amounting to about Rs. 24 per month. The result, therefore, is that in many cases the earning is about three times the basic wage, such as, for instance, in the case of reelers who earn an average basic wage of Rs. 0-7-1 but have a daily earning of Rs. 1-5-3. In the spinning department the highest daily earning namely Rs. 1-9-9 is to be found in the case of full siders.

The following table gives the frequency of wages and earnings in the Madura mills covered by the Wage Census. It will be seen that a vast majority of workers or 78.68 per cent. of the total are to be found in the wage categories 6 as. to 10 as. per day. In this connection it should be remembered that in the mills at Madura the proportion of women and children employed to the total is about 20 per cent. So far as basic wages are concerned, only 1.19 per cent. are to be found in the wage group as. 12 to as. 14 and none above this. Here again, it should be pointed out that unlike the mills covered in other centres, these are, with the exception of one small unit, all spinning concerns.

As regards earnings a still larger concentration than in the case of basic wages is to be found in two earnings categories namely Rs. 1-4-0 to Rs. 1-8-0 and Rs. 1-8-0 to Rs. 1-12-0 and between the two it is seen that nearly 89.96 per cent. of the workers are accounted for. The table shows that about slightly

over 5 per cent. of the workers in the mills at Madura earn less than a rupee per month. Such workers are, however, to be found only in the three small units of the industry in Madura which have a low basic wage level and also pay comparatively small dearness allowance.

TABLE XXXIV(a).

Frequency table showing the average daily basic wages in selected occupations in cotton mills, covered by the wage census in Madura.

Occupation	Number of workers whose average daily Basic Wages are :—						
	Under -/4/-	-/4/- & under -/6/-	-/6/- & under -/8/-	-/8/- & under -/10/-	-/10/- & under -/12/-	-/12/- & under -/14/-	Total.
Drawing Tenter	..	..	23	137	305	..	465
Slubbing Tenter	..	..	5	9	128	..	142
Inter Tenter	..	..	..	19	267	..	286
Roving Tenter	..	..	..	55	398	35	488
Roving Doffer	..	..	107	478	..	..	585
Ring Doffer	302	64	2,398	..	..	..	2,764
Spinning Full Sider ..	..	276	3,175	177	..	..	3,628
¾th Siders	..	..	17	..	..	..	17
½Sider	..	25	..	..	..	..	25
Reeler	..	747	542	2,937	..	..	4,226
Winder	..	14	..	415	..	..	429
Cone Winder	..	..	44	168	..	..	212
Pirn Winder	..	..	10	..	..	..	10
Lessona Winder	..	..	..	517	..	..	517
Single Loom-Weaver ..	..	..	..	..	11	..	11
Double Loom-Weaver ..	..	..	..	..	..	139	139
Cooly	..	32	89	161	383	..	665
Total ..	302	1,158	6,410	5,073	1,492	174	14,609
Percentage to total ..	2·07	7·93	43·88	34·72	10·21	1·19	100

TABLE XXXIV(b).

Frequency table showing the average daily net earnings in selected occupations in cotton mills covered by the wage census in Madura.

Occupation	Number of workers whose daily Net Earnings are :—							
	Under -/8/-	-/8/- & under Re. -/12/-	-/12/- & under Re. 1/-/-	Re. 1 & under Re. 1/4/-	Re. 1/4/- & under Re. 1/8/-	Rs. 1/8/- & under Rs. 1/12/-	Rs. 1/12/- & under Rs. 2/-/-	Total.
Drawing Tenter	..	..	8	..	48	409	..	465
Slubbing Tenter	..	..	5	..	9	39	89	142
Inter Tenter	..	..	..	5	19	262	..	286
Roving Tenter	..	..	..	12	43	433	..	488
Roving Doffer	..	25	..	47	513	..	..	585
Ring Doffer	43 Boys	302 Ch.	..	3	2,416	..	..	2,764
Spinning Full Sider ..	..	..	86	323	484	2,735	..	3,628
,, ¾th Sider ..	..	17	..	..	..	..	..	17
,, ½ Sider ..	..	25	..	..	..	..	..	25
Reeler	144	..	..	181	1,574	2,327	..	4,226
Winder	..	..	14	..	..	415	..	429
Cone Winder	..	..	..	5	39	168	..	212
Pirn Winder	..	..	..	10	..	..	..	10
Lessona Winder	..	..	..	..	..	517	..	517
Single Loom-Weaver ..	..	..	..	..	11	..	..	11
Double Loom-Weaver ..	..	..	..	..	..	139	..	139
Cooly	..	..	90	32	488	55	..	665
Total ..	187	369	203	618	5,644	7,499	89	14,609
Percentage to total ..	1·28	2·53	1·39	4·23	38·63	51·33	0·61	100

C.—COIMBATORE.

Coimbatore has now become one of the important cotton spinning and weaving centres in the country. Although the first mill was started in Coimbatore as early as 1888, the industry had not developed much at the time of the visit of the Royal Commission on Indian Labour, because in the year 1929, there were six cotton mills in Coimbatore employing about 5,600 persons. The following summary statement shows the growth of the industry since 1932.

TABLE XXXV.

Particulars.	1932	1937	1944
Number of mills	8	20	34
Number of spindles installed	177,408	352,040	474,000
Number of looms installed	989	1,260	1,500
Total number of workers employed daily	6,793	14,228	35,000

It will be seen that in the year 1944, there were as many as 34 cotton mills in Coimbatore with 474,000 spindles and 1,500 looms and the industry employed on an average about 35,000 workers, or 33.3 per cent of the total employed in the industry in South India.

As compared to the pre-war period, employment in the industry, judging from the figures for the 26 units surveyed, has gone up by 24 per cent. Three of the mills surveyed are located in the town itself while others are outside the municipal limits within a distance of 3 to 5 miles.

The cotton mill industry in Coimbatore was the subject of an exhaustive enquiry by the Court of Enquiry constituted by the Government of Madras in the year 1937. The conditions of work and wage obtaining since 1939 in the mills are generally in accordance with the recommendations of the Court of Enquiry and the communiques of the Government of Madras, dated 19th May, 6th August and 4th October 1938 and these may, therefore, be briefly summarised here. As the terms of reference of the Court of Enquiry dealt with labour conditions generally in the industry, its important findings are set out below :—

(1) Definite rules in the matter of suspension, dismissal and discipline, provision of medical relief, educational facilities, and housing, and introduction of Provident Fund on a contributory basis will afford reasonable security of service to workers and are sufficient safeguards against voluntary exits of workers.

(2) Nine days' sick leave and 6 days' casual leave with pay are recommended.

(3) The multiple shift system should be abolished.

Night shift work should not exceed eight hours and 20 per cent. extra wages should be paid to night shift workers.

(4) The wage rates in the Coimbatore district are low compared with those paid in other textile centres in Madras Province. An increase in the wages should be given in all sections.

(5) It is necessary to standardize wages.

(6) A more efficient system of granting certificates to the adolescents and for the periodical inspection of factories by certifying surgeons is necessary.

(7) Legislation to provide for sickness insurance is recommended as also the establishment of a Wage Fixation Board.

The Government of Madras in their communique dated 19th May 1938 commended to the millowners in Coimbatore such of the recommendations of the Court as did not involve legislation and amendment of the rules in force and, in particular, recommended an increase in the wage rates and grant of casual and sick leave to the workers.

As regards standardization of wages, the Government had the question examined by the Commissioner of Labour and in the light of his report, recommended for adoption the wage rates set out in the schedules accompanying their communique dated 6th August and 4th October 1938. This will be found in Appendix VI.

Employment.

The 26 mills surveyed employed between them, 30,747, persons as against 24,640 during the pre-war period, thus representing an increase of about 24 per cent. in the volume of employment. Labour is drawn mostly from the villages in the vicinity of the mills. Of the 30,747 persons employed, 22,662 were men 7,961 (or 25.8 per cent. of the total) women and 124 children. About 37 per cent. of the workers are on piece-rates and the rest on time-rates.

Recruitment.—In some of the mills recruitment is made directly by the managers, while in most of the cases it is made through Jobbers and Time Offices. In some mills, relatives of the workers are given preference.

In six mills, all the workers are treated as permanent. In seven mills, there are no classification of workers as permanent and temporary and in the other mills a large proportion of the workers were treated as permanent. Temporary workers, however, in all the mills get many of the privileges of permanent workers, such as dearness allowance, bonus, cheap grain concession, etc. but are not entitled to any notice of discharge. In some of the mills, temporary workers are made permanent after three months' satisfactory service.

No proper records of absenteeism are maintained but it would appear that the absenteeism varies from 2 per cent. to 10 per cent. in some cases. At the time of the enquiry, however, many of the cotton mill workers were leaving the mills due to the attraction of higher wages being paid on military projects. This had led to abnormal absenteeism in the industry. A majority of the mills reported that labour turnover was of the order of 5 per cent. to 10 per cent. This, however, appears to be an under-estimate especially during the War period. It has already been stated that the Court of Enquiry had recommended the framing of rules governing conditions of service. The Southern India Mill-owners' Association of which all the cotton mills in Coimbatore are members, have accordingly framed Standing Orders which have been adopted by the mills surveyed. A copy of these orders will be found in Appendix VII.

It will be seen from the appendix that these Orders provide for the proper classification of workers, grant of leave and holidays, attendance and late coming, the manner of redressing workers' grievances, procedure to be followed in respect of voluntary exits and discharges or dismissals, etc. In the absence of any effective legal machinery like the one provided by the Bombay Industrial Disputes Act as also in the absence of Labour Officers appointed by the mills, it is understood that the workers have not been able to derive the full benefits resulting from the framing of Standing Orders.

Working Conditions.

There are wide differences in the working conditions inside the mills erected before 1929 and the newer constructions. In some of the older mills, the departments are dirty and full of dust. The lay-out of the machinery is unsatisfactory and there is not enough moving space for the workers. Lighting and ventilation also leave much to be desired. However, as stated already, the industry has developed since 1932 and it can be said that, on the whole, the working conditions inside the mills are satisfactory.

With the exception of one or two mills, the others have constructed rest shelters for their workers. But the tendency on the part of the workers is to go to their homes for eating their afternoon meals.

Hours of work and shifts.—Twelve of the mills surveyed work two straight shifts : one day shift and one night shift of 9 hours each with a spread-over of 10 hours. The others, in addition to a general shift of 9 hours, work all the 24 hours in multiple and over-lapping shifts of 8 hours each with a spread-over of 12 to 13 hours.

The rates of wages for day and night shift work are the same ; nor is any allowance paid for night shift work. There is, however, a system of weekly change-over in all the mills.

The weekly holiday varies from mill to mill. There is staggering of holidays with a view to reducing the electric load.

Wages and Earnings.

The mills in Coimbatore have now accepted the scale of wages to be paid in the different occupations suggested by the Madras Government which is given in Appendix VI. The wages in the industry are thus more or less standardized although it would appear that the scale suggested is the minimum one and that certain mills which were paying higher than the minimum continue to do so.

A wage census, on a sample basis, of workers in selected occupations in all the mills in Coimbatore was taken for the month of January 1944 and in the following table are given the weighted averages of wages and earnings in selected occupations in them.

TABLE XXXVI.

Table showing wages and earnings (weighted average) of cotton mill workers in Coimbatore in selected occupations for the month of January 1944.

Occupation.	SEX	Piece or Time Rate	Number of hours of work per shift.	Number of workers	Average daily Basic Wages earned.	Average daily net earnings
					Rs. A. P.	Rs. A. P.
Drawing Tenter	M	P	10,9	327	0 8 6	0 15 8
	M	T	10,9	142	0 7 11	0 14 5
Slubbing Tenter	M	P	10,9	234	0 10 3	1 2 10
	M	T	10,9	13	0 10 1	1 2 0
Inter Tenter	M	P	10,9	280	0 10 11	1 4 1
	M	T	10,9	2	0 8 11	1 1 9
Roving Tenter	M	P	10,9	797	0 10 4	1 2 8
	M	T	10,9	17	0 8 9	1 0 6
Tarwalla	M	T	10,9	114	0 10 10	1 4 9
Frame Doffer	M	T	10,9	246	0 6 2	0 12 6

TABLE XXXVI—*contd.*

Occupation	SEX	Piece or Time Rate	Number of hours of work per shift	Number of workers	Average daily Basic Wages earned.	Average daily net earnings
Spinning Doffer ..	M	T	10,9	2301	0 4 9	0 8 0
	F	T	10,9	72	0 3 8	0 6 9
Roving Doffer	M	T	10,9	700	0 6 3	0 11 5
	M	P	10,9	70	0 7 0	0 13 8
Double Sider	M	T	9	73	0 13 7	1 7 8
Single Sider	M	T	9,10	3448	0 9 7	1 1 8
	F	T	9,10	127	0 7 11	0 14 2
Half-Sider	M	T	9,10	1442	0 5 5	0 10 1
	F	T	9,10	35	0 5 2	0 10 2
¾-Sider	M	T	9,10	2655	0 6 8	0 12 6
	F	T	9,10	45	0 6 0	0 11 5
Winder	M	T	9,10	6	0 6 9	0 14 7
	M	P	9	5	0 4 10	0 8 8
	F	P	9,10	115	0 6 3	0 12 8
Colour Winder ..	M	T	9	2	0 7 10	0 13 8
	F	P	9	3	0 7 8	0 13 7
Grey Winder	M	P	9	33	0 6 9	0 12 2
	F	P	9,10	91	0 6 10	0 11 10
Universal Winder ..	M	T	10	3	0 4 11	0 9 10
Cone Winder	M	T	9	12	0 7 5	0 13 0
	F	P	9	57	0 5 0	0 8 10
Pirn Winder	M	P	10	25	0 5 1	0 9 2
Cheese Winder ..	F	P	9	39	0 5 10	0 10 5
Single-Loom Weaver ..	M	P	9,10	1391	0 10 6	1 2 8
	F	P	9,10	25	0 6 2	0 11 0
Two-Loom Weaver ..	M	P	9,10	340	0 15 1	1 10 0
Reeler	M	P	9,10	94	0 7 8	0 13 6
	F	P	9,10	6345	0 6 1	0 10 6
Cooly	M	T	9,10	919	0 7 6	0 13 11
	F	T	9,10	154	0 3 8	0 7 11
		Total	..	22,799		

Taking Spinning Doffers, it is seen from the table that the average daily wage is Re. 0-4-9 for men and Re. 0-3-8 for women, the average daily earning being Re. 0-8-9 and Re. 0-6-9, respectively. The wage recommended by Government for Ring Doffers is Rs. 8|- per month for adolescents and Rs. 11 p.m. for adults.

As regards full-side piecers, 3|4 side piecers and half-side piecers the rate recommended by the Government varies from Rs. 15|8|- to Rs. 17|- per month for the first and Rs. 11|- and Rs. 9|- respectively for the second and the third categories. It will be seen that the average daily basic wages of full-side piecers come to Re. 0-9-7 and Re. 0-7-11 respectively for men and women, the corresponding figures of earning being Rs. 1-1-8 and Re. 0-14-2 respectively. The average basic wage for piecers managing 3|4 of a side is Re. 0-6-8 for men and Re. 0-6-0 for women, the corresponding earnings being Re. 0-12-6 and Re. 0-11-5 respectively. The wage recommended by Government for Drawing and Roving Tenters is Rs. 14|- per month. The present enquiry shows that the average earnings of Roving tenters from the basic wage was Re. 0-10-4 per day for piece-workers and Re. 0-8-9 for time workers, the earnings being Rs. 1-2-8 and Rs. 1-0-6 respectively. As in many others centres of the industry, a large bulk of the workers in the Reeling Department are women. It is seen that women reelers earn Re. 0-6-1 per day from their basic wages, their total earnings being Re. 0-10-6 per day. A very large proportion of the weavers in the Coimbatore mills tend only one loom. They earn on an average Re. 0-10-6 per day, their average daily net

earnings being Rs. 1-2-8. A few women workers are also reported to be tending looms and their average net earnings from the basic rates come to Re. 0-6-2 per day, their net earning including allowance, etc., amounting to Re. 0-11-0 per day. In regard to two-loom weavers, their average daily earnings from basic wages come to Re. 0-15-1 per day, their net earning amounting to Rs. 1-10-0 per day. So far as coolies are concerned, male coolies earn about Re. 0-7-6 per day and women coolies earn Re. 0-3-8 per day from their basic rates, their net daily earning being Re. 0-13-11 and Re. 0-7-11, respectively.

From a comparative study of wage levels in South Indian centres, it is clear that, leaving aside some of the South Indian States, such as Cochin and Travancore, the basic wage level in most of the occupations appears to be the lowest in Coimbatore as compared to other centres.

Dearness Allowance.—The dearness allowance that is being paid in the Coimbatore mills is linked to the official cost of living index number for Coimbatore. In order to ensure uniformity, the Southern India Millowners' Association intimates to its member mills the allowance to be paid each month. Originally, it was laid down that when the index number moved between 101 and 150, the allowance should be paid at the rate of As. 8 for every five points. Thereafter, half-an-anna in addition should be paid for the rise of every three points, subject to a maximum of Rs. 15|- per month. When the index reached 178, the scale laid down was as follows :—

TABLE XXXVII.

178 — 184	75% cash plus	5% in kind
185 — 190	„	10% „
191 — 194	„	15% „
195 — 199	„	20% „
200 — 204	„	25% „
205 — 209	„	30% „
210 — 214	„	35% „
215 — 220	„	40% „
221 — 225	„	45% „

The allowance in kind is adjusted by allowing a discount on the total purchases made in the Mills' store or co-operative society.

It is understood that some mills have released the upper limit of Rs. 15|- p.m. (cash) and have been paying slightly more.

Bonus.—An annual bonus called the profit or prosperity bonus is being paid by all the mills. It amounted in 1943 to two months' wages and in 1944 to three months' wages. In some mills, out of the bonus paid, a sum equivalent to one month's wages has been invested either in Defence Savings Certificates or in the Share Capital of the mills' co-operative society.

Many mills have a system of fining the workers for breach of the Standing Orders. Some mills have a Fine Fund which is used for purchasing medicines, while in some cases, the amount realised from fines is spent on the ceremonies during the Dasara holidays.

The wage period is a month in the mills surveyed and wages are paid within 10 days of their becoming due.

As stated already, according to the Standing Orders the workers are entitled to six days' casual leave and 7 days' sick leave with pay during the year.

Housing.

In Coimbatore, although it is a comparatively new centre of the industry, there are no well thought-out schemes for supplying housing accommodation to the operatives, with the result that like some of the older centres of the industry, namely, Bombay, Ahmedabad, Cawnpore, etc., slums have come into existence. Only 9 out of the 26 mills surveyed have provided housing for about 16 per cent. of their workers. The houses are built of brick in mud or lime and tiled with Calicut tiles, and in most cases, they are provided with electric lights. Some mills have constructed only single-room tenements, the rental of which varies from Re. 1|- to Rs. 2|- per mensem, while others have built single-room, double-room, three-room and five-room quarters with a verandah and a kitchen. Latrines are common in the case of single and double room quarters, while in the larger quarters separate latrines are provided. The rent of two-room quarters varies from Rs. 3 to Rs. 5 p.m. and of bigger units from Rs. 5|- to Rs. 7-8-0 per month. In the smaller quarters, common water taps are provided. Sanitation, on the whole, is good. It is stated that there is not much demand for houses as most of the workers prefer to live in the nearby villages. The Court of Enquiry referred to has observed as follows in regard to housing conditions in Coimbatore :

> " I visited some of the areas where the workers are put up in Coimbatore. The conditions are insanitary and unhealthy. The description given by the Royal Commission on Labour in 1931 is as true today as then but in a more intensified degree owing to the increase of population."*

Welfare Work.

Except in the case of one of the newer mills, welfare work is not much in evidence in the cotton mill industry in Coimbatore. The unit referred to has, however, a well constructed and well-equipped hospital with ten beds, while the other mills have a small dispensary or keep first-aid kit in charge of part-time doctors. A recent development, however, has been that every mill maintains a canteen where tea and sometimes cooked meals are served.* This has been one of the war time developments arising out of the scarcity of rice, etc. In some of the mills night shift workers are supplied with a cup of tea free of charge, while day shift workers get it at a nominal cost.

All the mills have started either co-operative stores or cheap grain shops, where articles of daily consumption are supplied at rates lower than in the bazaar. The loss on this account is usually met by the mills.

The mills in Coimbatore are subject to the provisions of the Indian Factories Act, The Payment of Wages Act, the Workmen's Compensation Act and the Madras Maternity Benefit Act. Like Bombay, the Government of Madras has also appointed an Inspectress of Factories particularly to look after the health and welfare of women employees in the mills.

Trade Unions.

There are in Coimbatore two Trade Unions one of which has been in existence nearly for 23 years. It has, however, not been recognised by the mills.

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* Report of the Court of Enquiry, Coimbatore, pages 8 and 9.

* In these canteens when cooked meal is supplied, it usually takes the form of providing rice, a vegetable and a curry. It is packed up in banana leaf and sold to the workers at a cost of about anna one to annas three.

This union was at one time recognized by the Southern India Millowners' Association, but the recognition has been withdrawn since 1942. Trade unionism in Coimbatore is, however, not effective.

In none of the mills is any provision made for safeguarding the future of the operatives.

D.—PAPANASAM—(AMBASAMUDRAM)

In the Tinnevelly District there are four cotton mills employing over 12,000 persons. Of these, three are spinning concerns and one a weaving mill. The largest unit among these is the one at Papanasam, 5 miles from Ambasamudram. A water fall has been harnessed to supply part of the motive power to this concern. Being the largest unit in this District, it was sampled for purposes of the *ad hoc* survey and the following paragraphs deal with the conditions of work and wages in this unit.

Employment.

At the time of the enquiry this unit was employing nearly 8,000 workers. The following table shows the composition of the labour force in August 1939, January 1944 and July 1945 :—

TABLE XXXVIII.

	August 1939	January 1944	July 1945
Men	3,849	4,787	5,740
Women	1,516	1,510	1,868
Children	101	264	346
Total ..	5,466	6,561	7,954

It will be noticed that this factory employs a considerable number of women and that the number of both women and children employed has considerably increased since the war.

A vast majority of the workers in this mill are on time rates of pay, being 76.2 per cent. of the total employed in the mill.

Workers are classified as permanent, substitute and casual. About 83 per cent. of the workers are permanent. Such workers are entitled to leave with pay, dividend, bonus and membership of the savings fund, details of which will be given in subsequent sections.

Recruitment.—The labour is drawn from the surrounding villages and recruited through the Labour Union as in the case of the Madura Mills, Madura.

There is very little absence from work without permission and as the following figures show, in 1944, the percentage of such absenteeism amounted to only 0.59. Taking into account, however, absence due to casual leave, sick leave, etc., the percentage of absenteeism comes to 12.70 per cent.

TABLE XXXIX.

Year.	Casual leave.	Sick leave.	Absence without permission.	Total.
	(Percentage to total)			
1939	6·41	4·25	1·50	12·16
1943	5·46	4·53	0·51	10·50
1944	4·82	7·29	0·59	12·70

No figures regarding labour turnover are available but, it is reported that this is very low. This is probably explained by the fact that there are no alternative occupations in the village in which the mill is situated.

Working conditions, Hours of Work and Shifts.—The departments of the mills are well ventilated and lighted and there is ample moving space for the workers in the departments.

The mill works two straight shifts of 9 hours each with a spreadover of 10 hours in all the departments, except a few, such as Boiler Department, Electrical Department, etc. The working hours are as follows :—

Day shift : 8 a.m. to 12·30 p.m. & 1·30 p.m. to 6 p.m.
Night shift : 6·30 p.m. to 11 p.m. and 12 midnight to 4·30 p.m.

Two tiffin sheds have been provided. They are spacious, with cement flooring and corrugated iron sheet roofing. About 1,300 workers can take their meals at a time in these two sheds.

The mill has Standing Orders for regulating the relations between the employers and the employees.

No Labour Officer has been appointed so far, but the grievances of the workers are enquired into by the Manager of the mill assisted by the Labour Department of the mill.

Sunday is generally observed as a holiday.

Wages and Earnings.

The wage rates for the different occupations have been standardized, as in the case of the Madura Mill and in most of the occupations the wage rates are similar to those obtaining in the Madura Mills although in some cases they are slightly less. A Wage Census was taken in this concern relating to the month of January 1944 and the following table contains figures of wages and earnings in the principal occupations :—

TABLE XL.

Table showing wages and earnings in selected occupations for January 1944 *in the Cotton Mills at Papanasam (Ambasamudram).*

Occupation.	Sex.	Piece or Time Rate	No. of hours of work per shift.	Number of workers.	Average daily Basic wages.	Average daily net earnings including over-time allowance and bonuses.	No. of working days in the wage period.
					Rs. A. P.	Rs. A. P.	
Drawing Tenters ..	M	T	9	118	0 9 1	1 11 1	25
Slubbing Tenters ..	M	T	9	118	0 9 2	1 10 3	25
Inter. Tenters ..	M	T	9	244	0 10 4	1 11 3	25
Roving Tenters ..	M	T	9	90	0 11 11	1 11 7	25
Spinners	M	T	9	1,488	0 7 4	1 7 7	25
Ring Doffers	M	T	9	712	0 7 4	1 7 8	25
Reelers	M	P	9	191	0 7 7	1 7 10	25
Reelers	F	P	9	1,233	0 7 5	1 9 11	25
Winders	M	T	9	280	0 7 7	1 11 9	25
Coolies	M	T	9	454	0 9 9	1 9 9	25
			Total ..	4,928			

Dearness Allowance.—Dearness Allowance is paid at the same rate as in the Madura Mills on the basis of the cost of living index number worked out jointly by the management and the Labour Union. In December 1944

when the index number was 228, as compared to the pre-war period, the rate of dearness allowance was Rs. 24|- per month. Workers getting a wage of Rs. 30 to 75 per month get a fixed dearness allowance of Rs. 35|- per month, while those getting above Rs. 75|- per month get a fixed dearness allowance of Rs. 60|- per month.

This mill pays also a night shift allowance and commission on production on the following basis :—

Night Shift allowance.—Re. 1|- per month subject to a worker being present for not less than 10 nights.

Production Commission earned by workers.

Doffers:	About	Rs. 0-11-0 per month.
Drawers	„	Rs. 4-12-0 per month.
Slubbers	„	Rs. 6 to Rs. 7 per month.
Intermediate Tenters ..	„	Rs. 3/13 to Rs. 4/8 per month.
Rovers	„	Rs. 5 to Rs. 10 „
Spinners	„	Rs. 2/8 to Rs. 10 „

A bonus called dividend bonus is paid on the following scale :—

Half month's wages subject to a maximum of Rs. 50/- if dividend to share-holders is	10%
One months' wages subject to a maximum of Rs. 100/- if dividend to share-holders is	15%
2 months' wages subject to a maximum of Rs. 200/- if the dividend to share-holders is	20%

During the year 1943 and 1944, the bonus paid was equivalent to 3 months' wages.

In addition to the dividend bonus, special prosperity bonus is also being paid. It was paid at the rate of half a month's wages in October 1941, one month's wage in October 1942 and October 1943. The qualifying period of service for this bonus is one year.

The company allows its workers 13 days' leave with pay per year, 6 days' privilege leave and 7 days' sick leave. Only those who have put in one year's service during which unauthorized and authorized absence does not exceed 30 days are entitled to this leave.

Fining is nominal and the amounts standing to the credit of the Fine Fund is adjusted towards the cost of the medicines purchased for the mill dispensary.

The wage period of all workers is a month and wages are paid within nine days of their becoming due.

Housing.

No housing has been provided for the workers. The company has, however, acquired land for building workmen's dwellings and it is understood that they will proceed with the programme after the termination of the War.

The management propose to have a housing scheme for this mill on the lines of their scheme at Madura. The scheme will be entrusted to the House Building Co-operative Society. Already the management have purchased 20,000 shares in the Society and have undertaken to advance 1½ lakhs of rupees, free of interest for the construction of the houses.

The workers in this mill live in adjacent villages. The bulk of them live in a village about a mile away from the mill. The accommodation available is one or two rooms and a kitchen and the rent varies from Rs. 1-8-0

to Rs. 5|- per month. These dwellings are insanitary and badly ventilated. Some workers have constructed small houses on land belonging to private land-lords to whom they pay a ground rent.

Welfare Work.

There is a well-equipped dispensary in charge of a full-time doctor assisted by other staff. Cases requiring hospital treatment are sent to the Government hospital at Ambasamudram.

There is a crèche for the children of the women employees which is housed in two separate buildings. It is in charge of a nurse and other staff. Meals, milk and sweets are given to the children free. The average daily attendance of children in the crèche is about 120.

Separate canteens for Hindus and Muslims are run by private contractors in one of the tiffin sheds within the mills under the supervision of the Management.

The mill also runs a fully staffed tea canteen. Night shift workers are supplied with a cup of tea, free of charge, while the day shift workers get it at a nominal cost of 3 pies.

The mill has not yet opened any school. It should be mentioned here, however, that there is a Welfare Association at Papanasam called "The Papanasam Labour Welfare Association". The Company has given the Association a sum of Rs. 25,000|- to enable it to promote labour welfare schemes. A sum of Rs. 1,000 per month is also being paid since July 1942. In 1943, a further lump-sum grant of Rs. 50,000 was made. The objects of the scheme are to promote the social, educational and moral development of the workers and their children by conducting schools, organizing sports, etc. The workers in this mill have started what is known as the Harvey Mills Employees' Co-operative Store Ltd. It has a membership of over 4,000. The mills have taken 500 shares of Re. 1 each. They are granting subsidies to the store. In 1944 the subsidy etc., cost the mills Rs. 46,000.

All the essential commodities of consumption including cloth are supplied to the members of the store at rates lower than the market prices. The commodities are given on credit and arrangements have been made with the mills for the deduction of the value of the goods supplied from the wages. At present the store is being managed by an officer of the Madras Government assisted by an Advisory Committee consisting of the representatives of the management, the workers and the Labour Union. As in Madura, here also there is what is known as the Workers' Savings Fund which has been started with the object of promoting thrift among the workers. In March 1943, in consultation with the Labour Union, one month's wages out of the bonus for 1942 were credited to the workers' account in the Savings Fund and interest paid at 6¼ per cent. as from the 1st January 1943. The company has agreed to place to the credit of each permanent worker subscribing Re. 1|- to the fund a sum of Re. 1|- per month each with effect from 1st April 1943.

Provision has been made for safeguarding the future of the operatives by instituting pensions and gratuity schemes. Workers who have completed 35 years and over of service are granted pension at half a month's wages at the time of retirement and proportionately less to those between 30 and 35 years service. In the case of the workers who have put in between 10 to 30 years' service a gratuity varying according to the merits of the case is granted.

In view of the rise in the cost of living, this mill pays maternity benefit for the period prescribed under the Act, at the rate of as. 12 instead of at the prescribed rate of as. 8 per day.

As in Madura the relations between the employees' Trade Union and the management are extremely cordial. The union has been recognized. Most of the questions affecting labour in the mill are dealt with by mutual discussion between the Management and the Union. There is cent. per cent. co-operation between the two. At the same time, the Union is not merely a Company Union, because, it also promotes the interests of the workers.

Since the recognition of the Labour Union, there have not been any major strikes.

CHAPTER IV.—BENGAL.

INTRODUCTORY.

During the last few years the cotton mill industry in Bengal has expanded considerably and Bengal has now become one of the important cotton manufacturing centres as well. Whereas in the year 1921* there were in Bengal only 14 cotton mills employing about 13,000 workers, there were in 1944 twenty nine cotton mills employing 43,561 persons. The average size of the unit is not large and employs about a thousand workers only although one of the units is of a very large size employing as it does over 8,000 persons.

The industry is located in four districts of Bengal, namely, 24 Parganas, Howrah, Hooghly and Dacca. In the first two there are nine units each while in the third and the fourth there are five and six respectively.

Scope of the Enquiry.

For purposes of the present enquiry an *ad hoc* survey of labour conditions was made in 18 out of total of 29 units. These contained 54.16 per cent. of the total labour force employed in the industry. A wage census covering all the workers in selected occupations in 13 mills employing 14,355 persons was also taken. The census related to the month of January 1944.

Employment.

Out of the 18 units surveyed, 16 were able to give comparative data regarding the volume of employment in August 1939 and in January 1944. This information is set out below in a tabular form.

TABLE XLI.

	Number		P.C. Distribution		P.C. Increase
	Aug '39	Jan. '44.	Aug. '39	Jan. '44	
Men	18,565	22,059	93·24	93·90	18·82
Women	1,347	1,391	6·76	5·92	3·27
Children	..	43	..	0·18	0·18
Total	19,912	23,493	100·00	100·00	17·98

* Location of Industry in India, p. 25.

Thus, in the units surveyed, the increase in the number employed has been of the order of about 18 per cent. as compared to the pre-war period. It is reported that the industry would have expanded still more, but for certain adverse factors such as the difficulty in getting adequate supplies of long staple cotton from abroad, the shortage of coal and shortage of labour due to more remunerative employment offered by military undertakings.

There is little employment of women and children in the Bengal units. As the above table shows, the percentage of women employed to the total comes to about 6 only. Women are generally employed for picking up waste cotton in the Blow room or for folding and stamping in the Finishing Department.

About half the labour force is on time-rates and the other half on piece-rates. Recently, there has been a tendency for the percentage of time-rated workers to increase slightly.

The workers are employed and paid directly by the mills.

Recruitment.—Recruitment generally takes place at the gates where workers present themselves almost every morning. No contractors are employed for recruiting labour. In some cases, the workers recruited at the gates are put to a brief test of their abilities and if approved by the departmental head are appointed by the manager. It is also usual for the managements to ask the workers themselves to bring in their friends and relations when vacancies are likely to occur. A few units have Labour Sirdars who recruit labour whenever necessary.

Apprenticeship.—Only 6 of the units surveyed have a system of apprenticeship. Except in the case of 2 units, apprentices for the ordinary jobs are unpaid and there is no fixed period of apprenticeship either. The apprenticeship period varies from 10 to 15 days to three months. In one mill apprentices are paid Rs. 10|- per month and also dearness allowance while in another the stipend varies from Rs. 15|- to Rs. 25|-.

On completion of the period of apprenticeship, the apprentices are either treated as *badli* labour or are appointed to permanent posts.

Four of the units have a scheme of apprenticeship for the training of supervisory staff. Such apprentices are required to have a minimum educational qualification such as the passing of the Matriculation Examination or some training in a Textile Institute, etc. The larger units of the industry have no such schemes. No fixed period of training is laid down and it varies from concern to concern. Only one mill has laid down a training period of three years. Payment is made to the apprentices at the rate of about Rs. 20|- to Rs. 30|- plus dearness allowance. On completion of apprenticeship the apprentices are generally absorbed in permanent positions in the units.

Permanent and Temporary Workers.—As there are no privileges attached to permanent workers, generally, no distinction is made between permanent and temporary employees. *Badlis* are however, invariably regarded as temporary. In one unit which classifies workers into permanent and temporary, only the former get privileges such as housing accommodation, leave, medical aid, etc.

Length of Service.

Information regarding length of service was available only in eight of the units surveyed. The following summary statement contains the details. It will be seen from the table that nearly half of the complement of these mills had put in service for less than one year. Only 11.51 per cent. of the employees had service of five years and over.

TABLE XLII.

	Actual No.	P.C. Distribution
0 — 6 months	2,447	24·39
— 1 year	2,318	23·11
— 2 years	1,614	16·09
— 3 years	1,020	10·17
— 4 years	760	7·57
— 5 years	718	7·16
5 years and above	1,155	11·51
Total ..	10,032	100·00

Labour Turnover.—Information regarding labour turnover was available in seven of the units surveyed. It was found that in the year 1943 out of a total of 7,013 workers in these units 570 left during the year. The turnover was thus of the order of 7.51 per cent. It is reported that most of the exits were voluntary and that there are only a few cases of discharges and dismissals.

Absenteeism.—It was possible to collect information regarding absenteeism from only 6 of the units surveyed. An analysis of this information shows that in 1943, the average percentage of absenteeism was 6.94 as compared to 8.94 in 1939. Absenteeism is generally due to sickness, domestic affairs, etc. It is noticeable that in the units of the industry in Dacca and Kustia there are considerable seasonal variations in the rate of absenteeism due to the fact that labour in these mills is drawn locally and the workers repair to their villages for agricultural operations during the sowing and harvesting seasons.

Standing Orders.

None of the units surveyed has framed any Standing Orders for regulating the relationship between themselves and their employees nor have they appointed Labour Officers.

Working Conditions.

Hours of Work and Shifts.—The units surveyed appear to have made satisfactory arrangements for ventilation by the provision of ventilators, exhaust fans, windows, etc. The factories are well lighted. There are, however, no proper arrangements for humidification nor for the removal of cotton dust with the result that working conditions in some of the departments of the mills are not very congenial.

It is reported that arrangements for latrines and urinals fall short of requirements in most cases. While in the Calcutta industrial area the latrines and urinals are *pucca* structures, in Dacca and mofussil areas they are generally of the *katcha* type. In many of the units surveyed, the latrines and urinals were found to be in a very insanitary and unhygenic condition.

Most of the units have made adequate arrangements for the supply of drinking water. Tube wells, taps or reservoirs supply water for drinking purposes while tanks and ponds for washing and bathing.

No rest shelters are provided but their absence is not keenly felt as there are long intervals between the two working periods in the day.

Out of the 18 units surveyed for the purposes of the *ad hoc* survey, 6 were working a single shift, 5 a double shift, 6 had a three shift working system and one was running as many as four shifts per day. Work generally starts in these units at 6 to 7 a.m., the majority of the units starting work at 6 a.m. In one case, however, it was found that work started at 5-30 a.m.

Out of the 18 units surveyed the actual hours of work per day were 10 in 8 cases, 9 in 7 cases and 8½ and 8 respectively in one case each. As there is a system of multiple shifts in some of the mills there is a long interval in between the two work periods in the day.

Leave and Holidays.

Sundays are generally observed as regular closed days in all the units surveyed. In addition, holidays are observed on major festivals like Durga Puja, Moharam etc. The number of closed days on account of these holidays comes to about 15. The festival holidays are generally not paid for in the case of daily-rated workers.

Wages and Earnings.

A wage Census of all the workers employed in selected occupations in 13 cotton mills in Bengal for the month of January 1944 was conducted and the results of the census are discussed in the following paragraphs. In order to have a representative sample from the different localities in Bengal, four mills were selected from Hooghly, four from 24-Parganas, three from Howrah and two from Dacca. One of the units covered in 24-Parganas, namely, the Keshoram Cotton Mills, employs as many as 8,628 persons or 19.80 per cent. of the total employed in the industry in Bengal. The averages for Bengal are, therefore, largely influenced by the figures obtained from this mill. Incidentally, this mill pays the highest wages in Bengal and, therefore, the weighted averages for Bengal are higher than would be the case if the figures for individual mills were taken into consideration.

There is no standardization of wages in the industry in Bengal and even in the same locality both the basic wages and the earnings differ widely from mill to mill. For instance, in Howrah while the average basic wage of a doffer is as. 6 in one mill, it is as. 9-10 in another and as. 11-2 in a third. Similarly in 24-Parganas, the average basic wage of a two-loom weaver varies from as. 13-8 to Rs. 1-0-6. The basic wage rates appear to be the lowest in Dacca where, for instance, the average basic wage of a two-loom weaver is about as. 10 only.

Appendix VIII contains a table showing the average basic wages and earnings in selected important occupations. It will be seen that the average basic wage of a tenter varies from as. 9-4 in the case of drawing tenters to Re. 1-0-5 in the case of inter-tenters. Piecers average as. 8-11 to Re. 1-5-2 according as they are ordinary piecers, double-piecers or head piecers. The average basic wage of doffers comes to as. 8-9 per day. The average basic wage of winders shows a large range of variation according to the type of winding done. The average daily basic wage of single-loom weavers is only as. 7-6, that of two-loom weavers who form the bulk of the weaving section being as. 15-5.

The average daily earnings including all allowances come to Rs. 1-5-8 in the case of doffers and Rs. 2-4-9 in the case of two-loom weavers.

Tables in appendices IX (a) and (b) contain frequency of wages and earnings according to occupations. It is seen from this table that 12.49 per cent. of the workers are in receipt of a daily basic wage under as. 8. These

consist mostly of doffers and coolies. About half the labour force or 46.64 per cent. of the total is to be found in the wage groups as. 8 and under as. 12. In this group are to be found a vast majority of doffers and the bulk of the coolies. About 14.41 per cent. of the workers are found in the wage categories as. 12 and under Re. 1. In these two categories are to be found nearly a quarter of the two-loom weavers. The next important wage group is Re. 1 to Rs. 1-2-0 accounting for 23.44 per cent. of the total. In this group nearly three-fourths of the two-loom weavers are to be found. In the wage groups Rs. 1-2-0 to Rs. 1-12-0 there are only 3.02 per cent. of the total workers.

So far as earnings are concerned, 12.47 per cent. of the total are in receipt of Re. 1 or less, 39.66 per cent. receive between Re. 1 to Rs. 1-8-0 per day, 22.23 per cent. are in the earning group Rs. 1-8-0 to Rs. 1-12-0, 2.68 per cent. are in the earning categories Rs. 1-12-0 to Rs. 2-8-0 while as many as 23.96 per cent. are to be found in the earnings group Rs. 2-8-0 to Rs. 2-12-0. The majority of the weavers are to be found in the last earning category.

Wage period.—Speaking generally, the wage period in the industry is a week for time rated workers. Of the 18 mills surveyed 11 had a weekly wage period, three fortnightly and the remaining paid some workers weekly, others fortnightly and the rest monthly. Wages are generally paid within a week of their becoming due.

Dearness Allowance.—All the units surveyed are paying a dearness allowance to their work people but this is not related to any cost of living index number. The scale adopted for the payment of the allowance shows bewildering variety between centre and centre and unit and unit. Some times the allowance is graded according to wage categories. In a few units a fixed percentage of the wages earned is paid by way of dearness allowance. The units in Dacca pay at a flat rate of Rs. 12 to Rs. 13 per month to all the workers. Except for 3 units, no discrimination is made in regard to the payment of dearness allowance as between time and piece workers. The rates paid are either daily, weekly or monthly. Appendix X contains the details of the rates of dearness allowance paid by the Mills which have been surveyed.

As remarked already, there is such a bewildering variety in the rates paid that it is not possible to draw any general conclusion about the scale of dearness allowance prevalent in the Bengal Cotton Mills. The highest monthly rate paid appears to be Rs. 24-9-0 for those below Rs. 30 and the lowest -4- per rupee of the wages earned. Some of the units pay in addition to dearness allowance a ration subsidy of as. 8 per week per worker.

Bonuses.—In most of the units surveyed there is a system of paying attendance bonus and a few pay a production bonus as well. Details regarding these will be found in appendix XI. Here again the rate of bonus for good attendance varies considerably. The bonus is related to daily, weekly or monthly attendance.

Fines and Deductions.—In 7 of the units surveyed there was a system of imposing fines on the workers for damage to cloth and machinery, negligence of duty, late attendance etc. In one of the units fines are imposed in the weaving section only. As regards the amount of the fine it is reported that it is never in excess of the provisions of the Payment of Wages Act. All the units which impose fines maintain separate fine funds and the money is generally spent on welfare work.

Overtime.—Overtime work is a regular feature of the industry. Excepting 6 units in all the remaining units overtime was being worked at the time of enquiry. The rates of overtime vary widely from unit to unit but generally are in accordance with the provisions of the Factory Act. In one unit only time rated workers are allowed to work overtime and are paid 50 per cent. extra.

Housing.

The Industry as a whole appears to have made a considerable provision for housing its work-people. Information obtained from 15 units employing about 9,556 workers shows that nearly 45 per cent. of the workers have been provided with housing either free of charge or at nominal rent. One of these concerns houses as many as 95 per cent. of its total workers. Except for one mill which houses its workers in thatched huts, the housing provided is generally *pucca* with either tile or corrugated sheet roofing. These houses are generally of the barrack and coolie line pattern, and are generally one-roomed. There is considerable amount of over-crowing and congestion and the per-capita floor space comes to about 30 sq. ft. only. The houses are generally badly ventilated. Sanitary arrangements are conspicuous by their absence and no arrangement seems to exist for drainage. There is an inadequacy of latrines and where they are provided they are mostly of the *kutcha* type and never maintained in a sanitary condition. Those living in these houses, if in the Calcutta area, get water supply from taps and from tanks and tube-wells in the mofussil area.

Seven of the fifteen units charge no rent while the others charge a rent of about Rs. 1-8-0 to Rs. 2 per month.

Welfare Work.

Speaking generally, adequate medical facilities are provided by the employers for the benefit of their employees. For instance, almost all the units surveyed have provided for some type of medical aid and as many as 13 had dispensaries with resident physians and compounders in charge. It is, however, reported that these dispensaries are not always well equipped with medicines etc. One of the mills maintains a hospital with 20 beds for its workers and their families, in addition to a dispensary for out-door patients. One unit has reserved 2 beds in a hospital for its employees.

There is no system of periodical medical examination of the workers.

Canteens.—In 11 out of the units surveyed there were canteens supplying tea and light refreshments. Except in the case of one unit, these are generally run by private contractors. The prices at which the articles are sold in the canteens compare favourably with the market rates. None of the canteens has arranged for the sale of cooked meals.

Grain shops.—All the units with the exception of 2 have grain shops for the supply of essential articles of food to the workers. Eight of these sell rice and *atta* at subsidized rate. Some units sell the articles at concession rate only to the workers while others extend the concession to their dependants as well. One unit makes the supply of food-stuffs at concession rates dependant upon attendance.

Little or no provision exists for educational or recreational facilities.

Trade Unions.

There are about 15 Trade Unions of workers employed in the Cotton Mill Industry in Bengal with a membership of 12,315. The Calcutta area which has 20 Cotton Mills with over 30,000 workers has 12 Unions with a membership of over 8,000 while the Dockyard area which has 6 mills with about 11,000 workers has one union with a membership of over 3,000 workers. The 2 other areas namely Khulna and Kushtia have only one mill each but in both these centres there is also a workers' union.

CHAPTER V—UNITED PROVINCES.

CAWNPORE:

Employment.

The most important industrial centre in the U.P. has now also become a predominant textile centre in the country. The first cotton mill in Cawnpore was started as early as in the year 1861 and although in the succeeding decades new mills were started, the industry has grown considerably from the year 1935 onwards. The following table shows the progress of the industry in Cawnpore during the years 1935 to 1943.

TABLE XLIII.

Year.	No. of mills.	Quantity of cotton consumed in candies of 784 lbs.	No. of spindles	No. of looms.	Average daily number of workers employed
1935	14	1,09,301	4,55,138	8,019	30,118
1936	14	1,21,955	4,98,661	9,102	31,994
1937	14	1,22,170	5,13,719	9,748	34,636
1938	15	1,11,201	5,09,213	9,796	34,957
1939	15	1,32,256	5,04,688	9,678	34,155
1940	15	1,45,534	4,95,510	9,710	35,108
1941	15	1,49,417	5,05,355	10,652	39·155
1942	15	1,64,462	4,99,767	10,112	40,780
1943	17	1,76,982	5,34,500	10,055	44,480

At present there are working in Cawnpore 17 mills out of which 15 are in Cawnpore city proper. Three out of these have come into existence during the war period and are small weaving sheds only.

It will be seen from the above table that although the number of mills has not gone up substantially during the last ten years, the quantity of cotton consumed has increased by about 62 per cent. and employment is nearly 50 per cent. more than what it was in 1935. This is largely due to the fact that all the mills in Cawnpore are now working two shifts and there is also considerable overtime work.

Recruitment.—The bulk of the labour force employed in the mills comes from the neighbouring agricultural areas in the U.P. The proportion of locally settled labour is very small being about 20 per cent. as shown by the family budget enquiries conducted at Cawnpore in the year 1931. An analysis of the statistics maintained by the Labour Bureau of the Employers' Association of Northern India, however, shows that very few workers of the mills come from outside the Province. The bulk of the employees of the mills or nearly 70 to 80 per cent. of the total are Hindus.

The Royal Commission on Indian Labour has referred on page 23 of their Report to the powerful position held by the Mistry and the Jobber in Cawnpore mills in regard to recruitment, promotion, etc. Since the publication of the Commission's Report, most of the mills in Cawnpore have appointed Labour Officers and the duties of appointment and dismissals of workmen have now been entrusted to them. This has largely diminished the power of the Mistry.

An interesting development, in regard to the recruitment of Labour, is to be noticed in this centre where the Employers' Association of Northern India has been running a Labour Exchange known as the Labour Bureau since the year 1938. The Bureau is run on voluntary basis. Appendix XII contains the figures regarding the number of persons registered by the Bureau and the number of persons it was able to place in the various departments of the mills.

The percentage of workers placed to the total number registered was 72, 86 and 65 for the years 1941-42, 1942-43 and 1943-44 respectively. It is understood that all the members of the Association do not recruit their labour through the Bureau although the European group of mills appears to do so. The Bureau usually recommends double the number of labourers intended for a unit in order to allow free choice to those in need of workers.

Classification of Workers.—According to the Standing Orders of the Employers' Association of Northern India, employees in cotton mills are classed as permanent and non-permanent. A permanent operative is one who has completed a probationary period of two months in the same occupation in the mill and is employed on a permanent post. Non-permanent workers consist of (a) Probationers, (b) Substitutes, (c) Temporary, and (d) apprentices. Although under the Standing Orders only the above four classes of non-permanent labour have been recognised, three other designations are found in vogue, namely, Casual, Extras and Relievers.

A statement of the number and percentage of permanent, temporary, relieving and casual workers employed in the mills at Cawnpore at the time of the enquiry (December, 1944) is given in Appendix XIII.

The table shows that 80 per cent. of the total labour is permanent, while temporary, relieving and casual workers account for 17 per cent, 1 per cent. and 2 per cent. respectively. A closer study of the table reveals that in spite of the fact that the Standing Orders regulate the question of permanency, the percentage of permanent workers to the total varies from mill to mill and ignoring the three smaller units, this variation is from 93 per cent. to 69 per cent.

The total number of temporary, casual and relieving labour in December 1944 was 10,553.

Of the total labour force in the Cawnpore cotton mills, 98.74 per cent. are men, 1 per cent. women and .26 per cent. children. Women are mostly employed in the reeling and Waste Picking departments, while children are employed as doffer boys. After the introduction of the Maternity Benefit Act in 1938 there was a slight tendency for a diminution in the employment of women but recently owing to the conditions created by the War, the proportion of women to the total is very nearly the same as before the introduction of the Act. On the whole, however, there is extremely little employment of female and child labour in the cotton mill industry at Cawnpore.

Hours of work.—To enable mills to cope with war work, an exemption under section 8 of the Indian Factories Act of 1934 from the provisions of Section 34 of the Act has been granted and cotton mills in Cawnpore have been permitted to work upto a maximum of 60 hours per week and eleven per day. An analysis of the working hours in 1944 in 12 of the larger units shows that four mills are still working 9 hour shifts, while eight have taken advantage of the exemption granted by the Government. Of the latter, five have increased the working hours per shift to 10 per day for all departments while the remaining three are working a 10 hour-day only in the preparatory departments. The working hours per shift in the weaving departments of two mills are 9 and 9½ respectively.

Most of the mills are running two clear shifts, one day and one night. Three mills have, however, overlapping and multiple shifts. One mill runs multiple shifts in the preparatory departments only while two mills in one Group run multiple shifts in all the departments of the mills. The Multiple

shift system has been adopted to ensure 24 hours working. The Cawnpore Labour Inquiry Committee, however, disapproved of the multiple shifts system for the following reasons* :—

(a) Every piece of work has to be handled by more than one workman. This entails a division of responsibility which may result in in-efficiency and damage which could otherwise be avoided. It also leads to friction among workmen who naturally blame their partners for the defect. The unscrupulous amongst the mistries get a chance of backing their favourities and reporting against those who have incurred their displeasure.

(b) The overlapping system is certainly unfair to the time-worker in another way. While the piece-rate worker may be able to earn increased wages for the period that he is engaged on increased work, the time worker gets no extra return for the increased work that he is called upon to shoulder.

(c) These shifts make supervision extremely difficult. The Chief Inspector of Factories commented upon these shifts in the following words, "It is very difficult and in some cases practically impossible effectively to check periods of employment and detect irregularities." For this very reason the Royal Commission on Labour had disapproved of these systems.

(d) From the point of view of the workers, a larger spread-over will naturally be more inconvenient, inspite of longer intervals, than a shorter one.

Work in the double shift mills generally begins at 7-30 a.m. The recess hour is usually 12-30 p.m. to 1-30 p.m. and the mills stop working the day shift at 6-30 p.m. The night shift also begins and ends at the same hours in the evening and morning with the rest interval between 12-30 a. m. and 1-30 a.m. The timings in multiple shift factories are different for workers in various shifts. In one group of mills the starting hour varies from Department to Department.

The spreadover in all mills is generally one of eleven hours, i.e., ten working hours and one hour for recess except in few departments where the spreadover is ten or twelve hours. This is due to short working under which either the department is closed an hour earlier or the recess is given for two hours. The spreadover in multiple shift mills is between 10 to 13 hours.

In all the mills there is a compulsory change over from one shift to another after each wage period. This is provided for in Standing Order No. 7(c). No change from day to night or night to day shifts is generally permissible within the same wage period. No extra payment is made for night shift working.

On an average the mills remain closed for about 30 days in the year on account of local holidays. In 1943 the mills remained open for 302 days, being closed for 63 days on account of Sundays and holidays. Mills often work on Sundays when there is a declared holiday in the week. In their memorandum submitted to the Cawnpore Labour Inquiry Committee, the Employers' Association had stated that the working days in the year should be raised to 313.

Except in the case of monthly paid staff, as the majority of time workers are daily-rated, no payment is made for closed days.

According to Standing Order No. 9(d), leave of absence (without pay) can be granted to an operative for a period not exceeding one month. No

*Report of the Cawnpore Labour Inquiry Committee, 1938, pp. 54-55.

leave with pay is permissible to any worker in the factory except in some cases to the members of supervisory staff. The worker can retain his lien on his post if he avails of leave after proper application and sanction. According to Rule 9(i) of the Standing Orders of the Employers' Association, in the event of an operative remaining absent in excess of the period of leave originally granted or subsequently extended, he shall lose his lien on his appointment unless (1) he returns within 4 days of the expiry of the period of leave and (2) gives explanation to the satisfaction of the Manager for his inability to return before the expiry of the leave period.

Absence without leave and without sufficient cause is dealt with under Standing Orders rule 23 as an act for which a worker can be censured or fined. According to Rule 26 habitual absence without leave, or absence without leave for more than three consecutive days is treated as misconduct on the part of the worker. The penalty for such misconduct is summary dismissal without notice or compensation in lieu of notice, or alternatively suspension for a period not exceeding four days.

Workers are sometimes sent on compulsory leave as a punishment or as a result of short work. Forced leave as a punishment is given by the management for acts or omissions constituting misconduct. The maximum limit for such leave is four days. Most of the mills, however, do not impose this penalty.

Playing off as a result of short work is permissible under the Standing Orders for a maximum period of 12 days in the aggregate (excluding statutory holidays) in any one calendar month without notice and without compensation in lieu of notice. Playing off had become rather common during the depression period. Such cases are now rare due to pressure of war work and shortage of labour supply. Temporary closure of mills was apprehended during the year 1943 in April and July as a result of short supply of coal. However, all factories were kept running except for two mills which had to close down for a few days.

Wages and Earnings.

Like most cotton mill centres in the country there is very great paucity of reliable wage data in regard to Cawnpore. The examination of wages and earnings was one of the terms of reference of the Labour Enquiry Committee appointed by the Government of U. P. in 1937. The Committee published in their report certain figures regarding wages of cotton mill operatives but these, as they have observed, are not entirely reliable. In this connection they have stated as follows on page 9 of their Report :—

" We have regretfully to record that we were poorly served with the aid of statistics indispensable in an enquiry of such a nature. Neither with regard to cost of living index series had we much to go by. Such figures as we did obtain cannot be regarded as wholly reliable. The source, the method and the time of collection somewhat vitiated their value." A statement of wages in Cawnpore mills in 1929 and 1937 is reproduced from the Committee's Report in Appendix XIV. These statements refer to the month of March in the two respective years. The Committee however, recommended an increase in wages on the following scale :—

" For the purposes of giving increments in wages the workers should be divided into the following five wage groups and given increases as indicated against each ".

Wage groups.	Increases.
I Between Rs. 13 and Rs. 19	.. 2½ annas in the rupee subject to the condition that no one gets more than Rs. 21-8-0
II Between Rs. 19 and Rs. 25	.. 2 annas in the rupee subject to the condition that no one gets more than Rs. 27-8-0
III Between Rs. 25 and Rs. 32-8	.. 1½ annas in the rupee subject to the condition that no one gets more than Rs. 35-0
IV Between Rs. 32-8 and Rs. 40	.. 1 anna in the rupee subject to the condition that no one gets more than Rs. 41-8-0
V Between Rs. 40 and Rs. 59	.. ½ anna in the rupee subject to the condition that no one gets more than Rs. 60-8-0

For those workers who are receiving less than Rs. 13, we suggest Rs. 15 as the minimum. We suggest this figure as the minimum in cotton and woollen industry in Cawnpore. No adult male worker should receive less than this amount reckoned either on a daily or monthy basis, except those who cannot reach the minimum standard of efficiency on account of old age or infirmity.*

The above recommendations were accepted by the Employers Association of Northern India and were generally given effect to by the Member Mills. These increases have not, however, been merged into the basic wage structure but are shown separately in the pay-sheets as strike increases or " 1938 increases."

Since the out-break of the present War there have been no general changes in the basic rates of wages except in the case of one or two units where the wages of ring piecers were increased by about 10 per cent. on an average.

A Wage Census was conducted on a sample basis in all cotton mills in Cawnpore for the month of March 1944 and the results of this census are discussed in the following paragraphs.

There is no standardization of wages in the industry and the tabulation of the data for the different units shows very considerable variations as between unit and unit. For instance, the average daily basic wage of a Reeler working for 9 hours seems to vary from about as. 5 to as. 11 per day. In the case of Roving Tenters also, there is a very substantial variation from 0-8-9 per day to Rs. 1-2-7 per day. In Appendix XV will be found the weighted averages of the basic wages and earnings in principal occupations in the industry. It is seen that Drawing Tenters working 10 hours per day average about Rs. 1-1-8 from their basic wages, their average daily earnings being Rs. 2-5-4. Ring Doffers working 10 hours a day receive 0-10-5 by way of daily wages, their average daily earnings being Rs. 1-12-4. Two-loom weavers working 10 hours average about Rs. 1-5-0 per day, their average daily earnings being Rs. 2-7-1. Female Reelers average about 0-5-6 per day from their basic wages, their average daily earnings being Rs. 1-7-9 per day. Ordinary coolies receive about 0-9-0 from their basic wages, their average daily earnings being Rs. 1-11-6. The following tables contain a frequency of the wages and earnings in principal occupations in the industry :—

*Report of the Cawnpore Labour Inquiry Committee, 1938, p. 40.

TABLE XLIV (a).

Frequency table showing average daily basic wages in selected occupations in 15 cotton mills covered by the wage census in Cawnpore.

Name of Occupation	Below As. 4.	As. 4 & under As. 6	As. 6 & under As. 8.	As. 8 & under As. 10.	As. 10 & under As. 12.	As. 12 & under As. 14	As. 14 & under Re. 1.	Re.1 & under Rs. 1/2.	Rs. 1/2 & under Rs. 1/4	Rs. 1/4 & under Rs. 1/8	Rs. 1/8 & under Rs. 1/12	Rs. 1/12 & under Rs. 2.	Rs. 2/ & over	Total.
Drawing Tenter	..	..	9	9	24	252	159	72	50	162	48	..	..	785
Slubbing Tenter	..	..	4	3	11	103	28	..	70	42	16	30	8	315
Inter Tenter	..	..	12	..	166	28	17	210	36	..	38	..	..	507
Roving Tenter	..	13	13	177	144	155	284	104	122	10	..	..	..	1,022
Mule Piecer	..	..	15	17	174	129	14	88	..	..	..	..	..	437
Ring Piecer	..	..	..	179	852	811	250	..	..	..	..	..	..	2,092
Ring Doffer	..	..	176	89	264	30	33	..	..	..	..	..	..	592
Winder	..	..	..	..	120	436	..	25	..	..	..	..	..	581
Colour winder	..	..	..	..	33	15	4	29	86	9	..	..	..	176
Grey winder	..	..	80	83	186	165	260	98	..	..	..	..	..	872
High speed winder	..	..	..	135	..	60	60	..	40	..	..	..	..	295
Reeler	23	202	604	336	245	1	220	..	..	..	..	..	..	1,631
Weaver (One loom)	..	84	119	..	83	324	213	14	5	174	168	84	..	1,268
Weaver (Two looms)	..	..	28	34	..	..	..	948	722	4,370	2,484	..	..	8,586
Weaver (Three looms)	..	..	..	..	..	..	..	..	..	26	162	152	..	340
Weaver (Four looms)	..	..	..	..	..	..	..	..	..	..	138	..	..	138
Cooly	..	..	58	1,993	211	93	..	..	..	..	..	..	..	2,355
Total ..	23	299	1,118	3,055	2,513	2,602	1,542	1,588	1,131	4,793	3,054	266	8	21,992
Percentage to total ..	·10	1·35	5·09	13·89	11·43	11·83	7·01	7·22	5·14	21·80	13·89	1·21	·04	100

TABLE XLIV (b).

Frequency table showing average daily Net Earnings in selected occupations in 15 cotton mills covered by the wage census in Cawnpore.

Name of the occupati n	Below As. 8.	As. 8 & under As. 12.	As. 12 & under Re. 1.	Re. 1 & under Rs. 1/4	Rs. 1/4 & under Rs. 1/8	Rs. 1/8 & under Rs. 1/12	Rs. 1/12 under Rs. 2.	Rs. 2 & under Rs. 2/4	Rs. 2/4 & under Rs. 2/8	Rs. 2/8 & under Rs. 2/12	Rs. 2/12 under Rs. 3.	Rs. 3/- & over	Total.
Drawing Tenter	..	..	..	9	9	..	220	166	264	93	24	..	785
Slubbing Tenter ..	..	..	..	4	3	22	83	44	89	32	22	16	315
Inter Tenter	..	..	12	..	..	59	80	261	67	28	..	..	507
Roving Tenter	..	..	13	13	..	192	335	429	40	..	..	..	1,022
Mule Piecer ..	..	..	..	..	..	35	90	240	72	..	..	..	437
Ring Piecer	..	..	..	..	..	295	1,580	217	..	..	..	..	2,092
Ring Doffer	..	..	..	58	..	207	327	..	..	..	..	..	592
Winder	..	..	..	..	..	120	413	48	..	..	..	..	581
Colour Winder	..	..	..	..	..	15	37	42	48	34	..	..	176
Grey winder	..	..	25	27	17	280	81	442	..	..	..	..	872
High speed winder ..	..	..	..	..	..	135	..	120	40	..	..	..	295
Reeler	..	25	..	223	599	326	167	291	..	..	..	..	1,631
Weaver (one loom) ..	..	14	114	119	..	76	507	..	168	152	84	34	1,268
Weaver (Two looms) ..	..	..	..	28	34	..	577	418	3,746	3,783	..	..	8,586
Weaver (Three looms) ..	..	..	..	..	..	..	..	..	..	8	332	..	340
Weaver (Four looms) ..	..	..	..	..	..	..	..	..	..	138	..	..	138
Cooly	..	..	32	39	81	1,171	1,032	..	..	..	..	..	2,355
Total ..	..	39	196	520	743	2,933	5,529	2,718	4,534	4,268	462	50	21,992
Percentage to total ..	..	·18	·89	2·36	3·38	13·34	25·14	12·36	20·62	19·40	2·10	·23	100

So far as two-loom weavers are concerned, it will be noticed that the largest concentration is in the basic wage group Rs. 1-4-0 to Rs. 1-12-0, the largest concentration of one-loom weavers being in the wage category as. 12 to as. 14 and also in the wage category Rs. 1-4-0 to Rs. 1-12-0. The latter, however, would be special kinds of looms such as jacquards, etc. In regard to Drawing Tenters, the largest concentration is in the group as. 12 to Re. 1 although a considerable proportion is also to be found in the wage group Rs. 1-4-0 to Rs. 1-8-0 per day. A very large bulk of Winders are found in the wage category as. 12 to as. 14 per day. No doffer gets more than a rupee per day, the largest concentration being in the category as. 6 to as. 8 and as. 10 to as. 12. Reelers appear to be the lowest paid workers and a fairly large concentration is to be found in the basic wage group as. 6 to as. 10 per day. It is clear from the table that 6.54 per cent. of the workers are in receipt of a basic wage of less than as. 8, 44.16 per cent in receipt of a basic wage between as. 8 and Re. 1, 34.16 per cent in receipt of a basic wage of Re. 1 to Rs. 1-8-0 and 15.14 per cent in receipt of more than Rs. 1-8-0 per day.

An extremely small number of workers in the industry or 6.81 per cent of the total has an earning of less than Rs. 1-8-0 per day, 38.48 per cent of the total earn between Rs. 1-8-0 to Rs. 2, 32.98 per cent earn from Rs. 2 to Rs. 2-8-0 and 21.73 per cent over Rs. 2-8-0.

As regards deductions, an examination of the wage statistics shows that there is almost no fining in the industry. This seems a most remarkable development for a centre like Cawnpore where, a few years ago, there were loud complaints regarding fining and unauthorized deductions.

Dearness allowance.—In view of the rise in prices, the Employers' Association of Northern India decided to pay dearness allowance to Cotton Mill operatives in Cawnpore on the basis of the rise in the Cost of Living Index Number published by the Cawnpore Labour Office. The scale of the allowance will be found in the following table :—

TABLE XLV

Table showing the (War) Dear Food allowances sanctioned by the Employers' Association of Northern India to Cotton mill operatives in Cawnpore from 1st August 1942.

Wage Category	When the Cawnpore Cost of Living Index Number is					
	Above 100 but does not exceed 120.	From 121 to 140.	From 141 to 160.	From 161 to 180.	From 181 to 200	From 201 to 220 extended to 350.
	Annas in the Rupee.					
Under Rs. 19	2	4	5	7	Minimum 6½ as. per worker per day (Equivalent to a minimum of Rs. 10/9 p.m. of 26 working days).	Column 6 plus 1·4 pies per point of increase beyond 200 per worker per day. (calculated to the nearest anna).
Rs. 19 but under Rs. 25	1½	3	4	5½		
Rs. 25 but under Rs. 32/8	1	2½	3½	5		
Rs. 32/8 but under Rs. 40	½	2½	3½	4½		
Rs. 40 but under Rs. 59	½	2	3	4		
Rs. 59 but under Rs. 75	½	2	3	4		
Rs. 75 but upto Rs. 150	..	1½	2½	3		

The allowance was at first paid on the basis of the Cawnpore Interim Cost of Living Index Number but is since being paid on the basis of the subsidiary index Number which takes into account the prices actually paid by the

employees for articles supplied by mill shops. In August 1945 the subsidiary index for Cawnpore on base August 1939 was 263 while the rate of allowance per day per operative in the lowest wage category was about as. 0-14-0 in the rupee of basic wages.

The payment of dearness allowance in cash is governed by the decisions of the Employers' Association and is related to the actual attendance of the workers in the mill and the rise in the cost of living during the wage period.

All the member mills of the Association pay dearness allowance at the above rates but a few small concerns which are not members are paying a dearness allowance at a very much lower rate.

Supply of grain, cloth, etc.—In addition to the payment of dearness allowance, the Cotton mills have started their own supply shops for the workers. Sales to individual workers are limited to the articles and quantities fixed by Government under the Rationing Scheme. These supplies are given at rates lower than the Government control rates. The rates are fixed by the Employers' Association of Northern India and apply to all member mills. The net monetary advantage to workers on the basis of quantities purchased by them in a month is about Rs. 4-13-11 per family of 3.15 persons.

Most of the mills have also made arrangements for the sale of ready made tea at a cheap rate of 0-0-6 per cup. In one mill the rate is 0-0-3 per cup. Some light refreshments are also served at moderate prices in the restaurants started in some mills. A further privilege extended to the workers is the sale of cloth manufactured in their mills at concession rates. Ten mills out of a total of 15 have already made arrangements for the sale of cloth to their workers directly from the mills, while in the other two mills under a common management, cloth shops for workers are to be opened shortly. Usually, the rates charged to the workers are either the ex-mill prices or between 4 per cent. to 20 per cent. lower than the ceiling prices, *i.e.*, the retail market rates. In one mill, damaged cloth is sold to workers at 18 per cent. below the mill rates. There is, however, a quantitative limit to such sales and only a small quantity sufficient for personal use is permissible.

Overtime Wages.—The weekly working hours in almost all cotton mills for most of the workers have been raised from 54 to 60. The payment for these additional six hours in a week is made at 25 per cent. above the normal rates.

Bonuses.

Attendance Bonus.—Two cotton mills pay attendance bonus to workers in Reeling and spinning departments at the rates of 0-0-6 and 0-1-0 per day respectively for full attendance during the wage period.

Production bonus.—Production bonus is paid only in one mill. The rates are fixed for a 10 hour working day and 12 working days in a wage period. On the basis of these rates the percentage of bonus varies between 18 to 25 per cent. of the earnings on various jobs.

Profit Bonus and War Bonus.—Even prior to 1941 some of the mills used to grant profit bonus in the form of ex-gratia payment. In 1941, the general rate of bonus for all the mills was anna one per rupee on the basic earnings for the year. The bonus was raised in the years 1942 and 1943 to as. 4 per rupee on basic wages for the year. The rate of bonus is now fixed by the Employers' Association and every member mill pays at the same rate. Thus, there is uniformity in the payment of profit bonus to workers. The two general conditions for the payment of the annual bonus are that (a) the worker

should be in service on the dates of the declaration and payment of bonus and (b) he should have put in at least 15 days' service during the year. As the financial year in various mills closes on different dates, each mill fixes its own date for the distribution and payment of bonus.

All workers who satisfy the above two conditions receive bonus at the end of the year. The percentage of workers who earned these bonuses has varied from 85 to 98.

Housing.

Cawnpore is the most congested city in the U. P. Its population in 1941 (4,87,324) was nearly double of what it was in 1931. Since 1941 the population has further increased owing to the demand for labour created by war time conditions. Between 1939 and 1943, the number of registered factories at Cawnpore went up from 96 to 158 and the average daily number of persons employed also increased from 56,280 to 103,045, an increase of over 83 per cent. within four years. Employment in other directions has also recorded a similar increase. Thus, the population to-day is much larger than it was in 1941 and is estimated to be in the neighbourhood of about eight lakhs. Very few new houses could be constructed since the war due to high cost and the unavailability of building materials. The congestion in the city has therefore become acute.

As the problem of housing cannot, for obvious reasons, be dealt with for cotton mill workers only, it may be discussed for indusrtial workers generally in Cawnpore. Since, however, cotton mill operatives constitute the bulk of the industrial workers in Cawnpore the observations made below will be found equally applicable to their case.

The problem is considered under the following heads :—

(a) Houses owned by the workers.

(b) Houses provided by the employers.

(c) Houses constructed by public bodies like the Municipal Board or the Improvement Trust, etc.

(d) Housing provided by private landlords.

(a) No authentic information is available on this subject but from a general enquiry made by Prof. S. P. Saksena in 1930-31 it would appear that only 3 per cent. of industrial workers in Cawnpore had built their own houses on land belonging to themselves, while another 12 percent had built on land for which a monthly rental had to be paid*. No recent information is available on the subject.

(b) According to the Royal Commission on Labour† in India 3,100 quarters had been provided by the employers. The Cawnpore Labour Inquiry Committee which reported in 1938, however, stated‡ that "altogether the accommodation provided by employers consists of about 3,000 tenements which house about 10,000 persons." Between 1938 and the present time no new workers' quarters on any appreciable scale have been added by the employers. Thus, the extent of the housing accommodation provided by the employers has probably remained the same since 1930, although the number of workers went up from 34,000 in 1930 to 103,000 in 1943.

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*Wages & Labour conditions in Cawnpore, by S. P. Saksena, p. 81.

†Report of the Royal Commission on Labour in India, p. 276.

‡Cawnpore Labour Inquiry Committee Report, p. 76.

Of the 15 cotton mills, only eight have some arrangement for housing their employees. Three out of these eight, provide free housing accommodation only to members of the watch and ward departments. As regards the remaining five, one mill has constructed 91 houses of which 44 are allotted to members of the watch and ward staff and only 47 to mill workers. Most of these quarters have a room and a verandah. Another mill belonging to the same group has built 45 quarters each having one room measuring 10 ft. × 21 ft. and a verandah. The monthly rent for these quarters is Rs. 2-2-0. The Elgin mills, under the management of Begg Southerland & Co., Ltd., own two settlements known as Maxwell-Ganj and the Elgin mill settlements consisting of 156 houses in all. Of these, 100 quarters in Maxwell-Ganj have been purchased by the mill from the workmens' quarters built by the Improvement Trust. The Maxwell-Ganj settlement consists of A, B, and C, types of houses. "A" type quarters have two rooms, a verandah and a store-room with wall shelves, a pucca cooking place, a walled courtyard, with a door and a two seated latrine. These quarters have electric lights for which the workers pay at a concession rate. There is a water tap inside the quarter. The rent is Rs. 6-8-0 per mensem. The "B" type is the same as "A" but it has only one room. The rent for these is Rs. 3-4-0 and 3-8-0 p.m. The "C" type houses have one room and a verandah. The rent is Rs. 2-8-0. The roof of A and B types are flat and cemented. B and C type quarters have neither electricity nor water taps.

The Elgin mill settlement is situated on the banks of the Ganges. It has 56 quarters. The quarters in this settlement are of three types—a room with a verandah, a room with a verandah and a walled courtyard and two rooms with a verandah and a courtyard. The last mentioned are provided with electric light.

Quarters with a rental of Rs. 9 and upwards are occupied by the Supervisor and mistri class while those carrying a lower rental are occupied by the operatives. Only one family is allowed to stay in one quarter. Except widowed mothers and sisters no relation is allowed to stay with the occupants. Single workmen are, however, permitted to live together in groups of three or four. Flush latrines have been provided for both men and women.

The two cotton mills, under the management of the British India Corporation namely the Cawnpore Cotton Mills and Kakomi, have a common settlement for their workers. The settlement consists of 319 quarters. As many as 310 quarters are single roomed. Of the single quarters, there are 165 measuring 9 ft. × 9 ft. with a verandah 9 ft. × 5 ft. 4 in.; 11 have in addition a courtyard 10 ft. × 9 ft.; 61 have rooms 9 ft. × 9 ft. and verandahs 9 ft. × 8 ft.; 63 have built in verandahs, fitted with doors; and 10 of similar construction also have a courtyard measuring 18.6 ft. × 9 ft. The rent charged for these houses are Rs. 1-8-0 and 2-0-0 per month.

The Kamla Town Trust of the J. K. group of mills is constructing a large Colony for housing most of their workers. It is understood that Messrs. Begg Southerland & Co., Ltd., have already acquired plots of land in two predominantly working class localities in the city for constructing 250 quarters for Elgin mill workers and a few plots near Cawnpore Textiles Ltd. for building 630 quarters for the employees in that mill.

Sanitation in most of the mill settlements is, on the whole, satisfactory. Sweepers are employed by the managements to clean the paths within the settlements. As single tenements have no latrines or urinals, common latrines and urinals for males and females are separately provided. Water taps have been provided at central places in the settlements for water supply to the

residents. In Kakomi-ganj water supply is obtained from wells. There are no drains in the compound of these settlements.

Comparing the quality of houses and other amenities provided in the mill settlements, the rents charged by the mills from the workers appear to be reasonable as compared to those charged by private landlords. The total number of houses provided by the employers at present is, however, much too inadequate.

Workers residing in the mill settlements do not seem to have all the legal rights of ordinary tenants and are subject to being turned out in the event of strikes, etc. It is, however, understood that although some of these conditions may appear harsh on paper they are seldom enforced.

(c) *Houses provided by the Improvement Trust.*—The Cawnore Improvement Trust was established in the year 1919. Till 1930, little progress had been made in the construction of working class dwellings but between 1931 and 1940, the Trust had built 335 quarters out of which 100 quarters were sold to the Elgin Mills and 18 to the Cawnpore Cotton Mills.

The quarters are of A, B, C, D and E types. "A" type houses contain two rooms measuring 10 ft. × 10 ft., a verandah 10 ft. × 7 ft. a courtyard 14 ft. × 14 ft., a kitchen 10 ft. × 6½ ft., a latrine and a water tap. The rent for such houses is Rs. 6-8-0 per month.

B type houses have a room 10 ft. × 10 ft. a verandah 10 ft. × 7 ft., a courtyard 10 ft. × 12 ft. and a latrine. The rent is Rs. 3-4-0 per month.

C type houses consist of one room 10 ft. × 10 ft. and a verandah 10 ft. × 7 ft. The rent for these is Rs. 1-8-0 per month.

D type houses have one room 12 ft. × 9 ft., a verandah 12 ft. × 7 ft., a courtyard 12 ft. × 4 ft., another verandah 12 ft. × 9 ft. and a latrine. The rent is Rs. 4-8-0 a month.

E type houses have one room 15 ft. × 10 ft., a verandah 15 ft. × 7 ft., a courtyard 15 ft. × 12 ft., a kitchen, a latrine and another room on the upper storey measuring 15 ft. × 10 ft. The rent is Rs. 8-0-0 a month.

These quarters were constructed by the Trust for sale to the workers, through their respective mill managers, on a hire-purchase system. Should a worker desire to purchase any of these houses, he has to pay Rs. 9-0-0, 4-8-0, 3-0-0 and 7-0-0 per month respectively, for A, B, C, and D types of houses for a total period of 12 years. Normal repair and upkeep of the quarter during this period is to be done by the Trust.

The occupier has to deposit the rent for six months in advance as a security and has to pay the monthly rent or instalment regularly; every default in monthly payments means a fine of rupee one per month and for a continuous default the tenant is asked to vacate the house. Most workers find it difficult to fulfil the condition regarding the payment of a deposit and this, it is understood, has been largely responsible for more persons not taking advantage of the scheme.

At the commencement of the scheme applications for these houses were received through the local Mazdoor Sabha which had to certify that the applicant was an industrial worker. The agency for the allotment of these houses has since been changed. Applications have now to be made through the mill manager certifying that the applicant is working in his mill.

The Trust has also started the construction of quarters for 2,400 families of workmen on the south of the East Indian Railway Juhi-Goods-yard. Along with the construction of these quarters the Trust is developing this area and constructing roads, sewers, etc. Various works are in progress. As soon as this area is developed a neat little town will come into existance,

which will provide accommodation for a large number of families, the majority of whom will be industrial employees.

Recently, the Government of the United Provinces appointed a committee, under the chairmanship of an ex-chairman of the Improvement Trust, Cawnpore, for studying the problem of housing at Cawnpore. As a result of the recommendations of this Committee a Cawnpore Development Board is being constituted. This Board will take over the functions of the Improvement Trust and the Municipal Board relating to Town planning and housing.

(d) *Houses provided by private landlords.*—According to present estimates over 90 per cent of the total industrial population at Cawnpore lives in *ahatas* and *busties* owned by private landlords. Conditions in these *ahatas* are deplorable. Small huts in hundreds, and sometimes in thousands, are constructed with bamboo and tile roofs each enclosing a space of about 10 ft. × 8 ft. There are no verandahs attached to these huts nor are there any drains in the whole compound. What is more, no latrines are provided. The huts are mostly made of mud. To enable a worker to stand erect within a hut the ground level is lowered by digging the earth to a depth of about 2 feet. It would be more appropriate to call the main entrance to the house a window rather than a door, as one can enter the house only with bent knees. There being no other ventilation and the ground level being lowered the huts are necessarily dark and damp. Because of the absence of drains in the compounds the occupants dig a pit in front of their dwellings and the water is left to accumulate there. The Royal Commission on Labour commenting on industrial housing conditions at Cawnpore remarked as follows :—

"Three-quarters of the town is made up of private *bustees* or *ahatas* which are covered with houses either unfit for human habitation or in great need of improvement"*.

The Cawnpore Labour Enquiry Committee, 1938, speaking about the housing conditions in *bustees* and *ahatas* has observed as follows :—

"Most of the workers have to live in slums locally known as *ahatas* where small dingy rooms are let out on exhorbitant rents. Most of these *ahatas* are extremely insanitary and over-crowded and lack adequate sunshine and ventilation, to say nothing of water, light and conservancy. Quite a number of huts are under the street level. The conditions under which men, women and children in their thousands—about 40,000 souls—live in these *ahatas* are indescribable. The space within each tenement where the worker with his family lives, often numbering 8 to 10 persons, is smaller than the space we usually have in our bath rooms. A night visit for a stranger to these areas is a positively risky undertaking, a sprained ankle is almost a certainty; while a broken neck by stumbling into a blind well, or a goodly sized hole, would not be an impossibility. Even the elementary service of public lighting is denied to these people. As for drainage and water supply, such luxuries are thought to be superfluities"†

The Bureau of Economic Intelligence U. P. conducted a general enquiry into housing conditions of mill-workers in Cawnpore in 1938-39. Their investigations were confined to *bustis* and *ahatas* only. Almost all important *bustis* were covered. The findings of this enquiry largely bear out the observations of the Cawnpore Labour Inquiry Committee quoted above.

Since the above survey was made congestion has very considerably increased.

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*Report of the Royal Commission on Labour in India, p. 275.

†Report of the Cawnpore Labour Inquiry Committee, p. 78.

Co-operative Housing Society.—There are at present no Co-operative Housing Societies for workmen. At one time the Mazdoor Sabha had organised a co-operative society of this type but it had to go into liquidation. The co-operative credit societies in Elgin Mills and in the groups of mills under the British India Corporation, however, advance money for house building. Not much progress has, however, been made as a result of the activities of these Societies.

As will be seen from the above paragraphs the housing provided by employers definitely compares very favourably with private housing, although for present day needs it is grossly inadequate. Speaking generally, the housing conditions of industrial workers in Cawnpore can be regarded as extremely unsatisfactory and it is hoped that the new Board now established for bringing about housing reform will devote its urgent attention to this matter.

Welfare Work.

The welfare work that is being done for cotton mill workers in Cawnpore can be divided into three sections :—

(A) that done by the employers inside the precincts of the mills and in the workers' settlements built by them,

(B) that done by Employees' Associations ; and

(C) Welfare work done by the U. P. Government for industrial workers generally in Cawnpore.

(A) Out of the 15 cotton mills in Cawnpore, four have made no arrangement for medical relief. Two have a dispensary but there is no doctor in charge. The remaining nine have well equipped dispensaries under the charge of qualified doctors. One of the mills has also made arrangements for attending to maternity cases of their female employees.

In the Elgin Mills there is a separate dispensary for women and children in charge of a qualified Lady Doctor. The Lady Doctor answers emergency calls free of charge and her conveyance expenses are also borne by the company. In this mill all workmen are medically examined at the time of recruitment and only those found fit are employed. In another group of mills in cases of serious illness the Resident Medical Officer visits the workers' quarters and supplies medical relief free of charge.

The mills in Cawnpore have recently opened tea stalls and cheap restaurants for the benefit of their operatives within the precincts of the mills. The tea stalls used to be run by the Tea Marketing Expansion Board but in some cases have now been taken over by the mills themselves. There are, however, no seating arrangements in these stalls nor can they be regarded as particularly clean.

All the mills employing female labour have provided crèches where children are supplied with milk and biscuits. In this connection it may be pointed out that the provisions of the U. P. Maternity Benefit Act and Rules, 1938 lay down that mills employing 50 or more women workers must open a crèche, provided for health visitors and also grant an additional interval to nursing mothers.

While within the precincts of the factories themselves not much by way of welfare is being attempted, three of the important groups of mills which have settlements for housing their workers have adopted a fairly forward policy in regard to labour welfare in these settlements. The objectives kept in view are : (a) the improvement generally of the social and economic condition of the workers and (b) the provision of adequate facilities for leisure hours. Schools for boys and girls have been started as also night schools. Reading rooms and small libraries are provided. Medical facilities are supplied and

arrangements made both for indoor and outdoor patients. A fully qualified doctor is usually in charge of the settlements. Co-operative Societies are being run by the Elgin Mills, Cawnpore Textiles and the Cawnpore Cotton Mills. In the Elgin Mills there is a society for organising recreational facilities including variety shows and plays. A regular stage has been built in the compound of the Elgin Settlement. Arrangements have been made in these settlements for the provision of indoor and outdoor games, sports, gymnesia, etc. In this respect the Kamla Club of the J. K. Group of mills stands out prominently. The annual sports organised by this club have attracted a great deal of public attention in Cawnpore.

A recent welfare activity has been the opening of cheap grain shops where cereals are sold to workers at the rates and on the scales fixed by the Employers' Association. Some of the mills also supply cloth at concession rates.

Provident Fund.—Only one group of three mills has a Provident Fund scheme for its workers. It is, however, open only to those in receipt of a salary or wage amounting to Rs. 37 or over per month with the result that, in actual practice, very few workers are able to become members.

The British India Corporation with two mills employing over 6,000 workers has a scheme of granting pensions and gratuities to its employees. Pensions are also granted to widows of workers if the worker had qualified for a pension before decease and the widow is unable to work. The minimum qualifying period for a pension is 25 years service. Those between 25 to 30 years service get approximately 10 per cent. of their basic monthly wage or a minimum of Rs. 3, those between 30 and 35 years service 12½ per cent. of the basic wage with a minimum of Rs. 4 and those over 35 years service get 15 per cent. of their basic wage by way of pensions with a minimum of Rs. 5. No gratuity is paid to those who qualify for the pension. If a worker, however, retires after 15 but before 20 years of service and if there is sufficient justification for the retirement, then a gratuity equivalent to four months' basic wages may be granted to him. Where the total service is from 20 to 25 years, the gratuity may be equivalent to six months' wages.

Leaving aside the smaller mills, it can be said that a fair amount of welfare work is being done for cotton mill operatives in Cawnpore, particularly in the workers' settlements. As, however, the majority of the workers live outside these, a large proportion of mill workers remain untouched by these beneficient activities.

(B) Welfare work on a small scale is also being attempted by some of the Workers' Organisations. The oldest workers' organisation at Cawnpore is the Mazdoor Sabha. The Sabha maintains a reading room, a library and also a dispensary. Some other Labour Unions have recently started reading rooms for the workers.

(C) In the year 1937 the U. P. Government for the first time accepted the responsibility for labour welfare and started certain welfare centres in Cawnpore where facilities for recreation and entertainment are being supplied. A note containing the details of these activities will be found in Appendix XVI.

Trade Unions.

In Cawnpore there are three unions of textile workers, one of which is affiliated to the Indian Trade Union Congress and the other two to the Indian Federation of Labour. It would appear that there is a certain amount of rivalry between these unions. Each of these unions claims a membership varying from 5,000 to 7,000 although it is difficult to judge as to what would be the effective membership of each of them. One of these unions, *viz.*, the Mazdoor

Sabha was at one time recognized by the Government but this recognition was subsequently withdrawn in the year 1941. One of the important activities of these unions is to take up the complaints of their members with the employers direct or through the Government Labour Office. It would appear from certain figures published in the 7th Annual Report of the Employers' Association of Northern India that the majority of the complaints are received by the Government Labour Office as also by the Employers' Association directly from the workers and not through their unions.

CHAPTER VI.

CENTRAL PROVINCES AND BERAR, NAGPUR AND AKOLA.

The Central Provinces and Berar is one of the older and important centres of cotton manufacture in the country. The plain of Berar and Nagpur lying to the west in the valleys of the Purna and Wardha rivers contains rich black soil which makes the area a great cotton growing area.

In this Province cotton mills are situated in the following centres :—

1. Nagpur.
2. Akola.
3. Hinganghat.
4. Rajnandjoan.
5. Budnera.
6. Burhanpur.
7. Ellichpur, and
8. Pulgoan.

Considering the five units of the Empress Mills, Nagpur as one unit there are at present eleven mills in all in the C.P. with a total spindleage of 3,72,611 and a loomage of 6,747. As compared to the year 1929, there has been only a slight increase in the number of spindles while the number of looms has actually gone down. From the point of view of the numbers employed, Nagpur is the most important cotton textile centre in the Central Provinces.

Owing to frequent industrial unrest, the cotton mill industry in the Central Provinces and Berar has been the subject matter of several enquiries by Provincial Committees during recent years. The important recommendations of these committees will be discussed in the appropriate sections of this Report. For purposes of this survey, only the two mills at Nagpur and the two at Akola have been covered. Actually, as one of the mills selected for purposes of the enquiry has five different units, the total number of mills covered comes to eight.

Employment.

At the time of the enquiry the number of persons employed in the two mills at Nagpur was 21,020 and at Akola 2,861. The total employment, as compared to the pre-war period, in the mills at Nagpur and Akola has gone up by 14.51 per cent. and 7.24 per cent. respectively. Of the 21,020 persons employed in Nagpur 17,993 were men, 30 adolescents and 2,997 women, while in Akola 2,332 were men and 529 women. Thus, the percentages of women to the total labour force come to 14.26 and 18.49 respectively in these two centres. There is no employment of children. Women are employed generally in the winding and reeling departments and as sweepers in other departments of the mills.

A large proportion of the workers in the Nagpur mills belongs to what are known as the scheduled castes.

A few special features of the industry in Central Provinces and Berar may be noted here. In the first place, except during the last two years or so, there were few other alternative sources of employment for the workers employed in the textile mills, particularly at Nagpur and Akola and as pointed out by the Labour Commission, the labour has mostly settled down and is not migratory as in the case of some other centres of the industry. At the same time, for the last few years the industry has been subjected to constant dislocation owing to industrial unrest. Without entering into the details of the reasons for such unrest one special feature might here be dealt with.

A very fruitful source of grievances on the part of the workers particularly in Nagpur, is the system of what is known as granting compulsory leave. This is due to the fact that on the musters of the mills there is much larger number of workers than can be employed to keep all the machines busy. The management's explanation for keeping surplus labour is that not only is absenteeism high in Nagpur, but that the volume of absence fluctuates so greatly from day to day that unless they keep surplus labour, it would be impossible to run the mills. As a matter of fact, when the mills were inspected, it was found that many of the spindles and a large number of looms were remaining idle because of want of workers. Actually, there is no shortage of labour as such because employment in the mills at Nagpur is considered by the workers as a great privilege and work is carried on in these from father to son.

Recruitment.—When the Royal Commission on Labour submitted its Report the Jobber was all powerful in regard to recruitment, promotion, etc. The situation has now greatly improved although the jobber has not yet been completely eliminated in regard to recruitment, particularly in the smaller centres like Akola, Ellichpur, etc. In Nagpur, in the larger unit of the industry, there is so much surplus labour already on the rolls that fresh recruitment has been completely stopped for some time now. In the second unit at Nagpur, the workers are engaged by the Assistants of various departments and these workers get a chance of permanent employments according to their efficiency and length of service. The Jobbers have no voice in recruitment as such.

Classification of Workers.—Workers are usually classified as permanent and temporary. Temporary workers form a reserve and are like substitutes in Bombay mills. In the larger unit of the industry at Nagpur, night shift workers are treated as temporary excluding 500 who hold permanent positions. Owing to very high absenteeism, however, most of the temporary workers find no difficulty in getting jobs throughout the month.

There are certain privileges attached to those who are called permanent especially in the Empress Mill at Nagpur. These are as follows :—

(1) Permanent workers employed before January 1933 are entitled to become members of the Company's Provident Fund Scheme and the pension scheme, while permanent workers employed after 1933 get the option either to become members of the Provident Fund Scheme or to receive a pension after retirement ;

(2) Permanent workers are entitled to a Regularity Bonus.

(3) Permanent workers employed before 1929 are entitled to long service bonus, the payment depending on the length of service. In addition, such workers get 12 day's leave with pay once a year if they have put in 20 years' service.

In the other unit at Nagpur, permanent workers alone are entitled to the Regularity Bonus.

Absenteeism.—As already stated, absenteeism is very high both in the Nagpur as also in the mills at Akola. During 1943 in one of the units at Nagpur the percentage of absenteeism was about 22 and in the other about 20. In the case of the latter unit on the night shift absenteeism was as high as 25 per cent. In the mills at Akola the percentage of absenteeism varies from 20 to 25.

Absenteeism is higher after the pay day and on festival days. The managements attribute absenteeism among other causes to the high rate of dearness allowance, indifference, irregular habits, etc. There is no doubt that as compared to most textile centres in the country absenteeism is perhaps the highest in this centre. The Jayaratnam Committee* examined this matter in considerable detail and recommended that in order to diminish absenteeism and to encourage regular attendance a good attendance bonus at the rate of Rs. 18 per annum should be given to those not remaining absent for more than two days per month or 24 days in the year. This recommendation has been accepted by the mills but even so absenteeism shows no signs of decrease. The contention of the workers' representatives is that the conditions governing the grant of the bonus are too stringent and that it should be paid monthly instead of annually.

Although the percentage of absenteeism is very high, labour turnover in the mills both at Nagpur and Akola is remarkably low as will be seen from the following table.

TABLE XLVI.

Mill.	Average daily No. of workers employed in 1943.	Total No. of workers who left during the year.					
		Permanent.			Temporary.		
		Retirement.	Dismissal	Voluntary exits.	Retirement.	Dismissal	Voluntary exits.
Empress Mills ..	12730	10	58	23	Separate figures not available. Included in the previous columns.		
Model Mills.. ..	3843	..	20	204	..	2	141
The Savatram Mills ..	807	6	21	3	..	..	..
† The Mohta Mills ..	1464	..	4	15	..	6	31

The reason for the low labour turnover is that there are few other alternative sources of employment and working in the mills has become a family tradition both at Nagpur and at Akola. Moreover, as the Empress Mill grants retirement pensions, etc., there is no inducement to leave the mills. As will be seen from the following table over 66 per cent. of the workers have a service of over 10 years in the Empress Mills.

TABLE XLVII.

Place.	Mills.	Between 0 & 1 year.	Between 1 & 5 years.	Between 5 & 10 years.	Over 10 yrs.
Nagpur	The Empress Mills Ltd.	..	5·6	27·6	66·8
„	The Model Mills Ltd. ..	14·1	33·8	23·8	29·3
Akola	The Savatram Mills Ltd.	10	31	22	37
„	The Mohta Mills Ltd. ..	4·2	22·1	40·3	33·4

* Report of the Central Provinces and Berar Textile Labour Enquiry Committee, 1941. Page 84.

† For the year 1944 till the month of October.

Working Conditions.

Hours of Work and Shifts.—Except for one unit in Nagpur, in the others there is lot of congestion. The departments of the units are, however, well ventilated and humidification plants have been installed in some of the departments. There is also enough fresh air in the departments of the mills. There is sufficient moving space for the workers, the average varying from about 50 to 75 square feet. The spacing in the loomsheds in some of the units seems to require improvement.

The compounds of the mills are generally to be found in a very dirty and neglected condition.

There seems to be an inadequacy in regard to latrines and urinals. Both at Nagpur and Akola the sanitary arrangements are extremely inadequate and defective and the latrines and the urinals are generally in a stinking condition.

Water is supplied through common taps which are to be found in certain parts of the compounds of the mills. The surroundings where the taps are situated are generally very unclean.

The units at Nagpur have provided rest shelters but these are in a most unsatisfactory condition and almost unfit for use. The workers, therefore, prefer to eat their meals inside the compounds of the mills rather than use the rest shelters. The inadequacy and unsatisfactory condition of the rest shelters explains why the workers are found in the compound taking their meals at odd hours throughout the day and not during the rest interval only. The workers' explanation for not having their meals only during the recess hours was that if they did so they would not be able to find any place where to sit, nor would they be able to have a drink of water because of the rush.

All the mills covered by the survey were working two shifts at the time of the enquiry. The hours of work for the day shift are generally 8 a.m. to 12.30 p.m. and 1.30 p.m. to 6 p.m. and for the night shift 6.30 p.m. to 11.30 p.m. and 12.30 a.m. to 4.30 a.m. Night shift workers in one of the units at Nagpur, it is reported, are not allowed to go out of the precincts of the mill during the recess hour.

There is no system of change over of shifts.

Generally, the mills remain closed on Sundays except when there is a holiday in the week. Thus, the total number of holidays in the year is equivalent to the total number of Sundays. For local festivals, sometimes a half holiday is given to the workers. During the period of the enquiry the workers had to remain compulsorily idle for some time owing to coal shortage. For such compulsory idleness they are not given any compensation as is being done in the Jute Mill Industry in Bengal.

Leave with pay is granted only in two mills. In the Empress Mill at Nagpur workers who joined before the year 1929 and have put in 20 years' service are entitled to 12 days' leave during the year with pay. In the other unit at Nagpur only the Jobbers are entitled to 12 days' leave with pay.

All the mills have Standing Orders for their employees which are modelled on the Standing Orders which are in force in Bombay under the Bombay Industrial Disputes Act. These orders, however, differ from the Bombay Orders in two particulars. No period is laid down for making a temporary worker permanent and instead of 14 days notice of discharge, the period has been reduced to 7 and 8 days.

Wages and Earnings.

Owing to the considerable unrest in the industry, particularly in regard to the question of wages, the Central Provinces Government has had to appoint several enquiry Committees since 1934. The first enquiry was made by the Department of Industries in 1934 to examine *inter alia* the extent of wage reduction in the industry, whether the reductions had been uniform in the various centres, etc. The following are some of the findings of this departmental enquiry :

Working conditions differ from mill to mill.

The extent of wage cuts and methods employed for effecting wage cuts differ. The worst sufferers seem to be the workers of Nagpur and Akola. Compared to Bombay, the wage level is much lower in this province.

Rationalisation cannot make any headway because of the inefficiency of the labour etc.

In the year 1938, a Committee was appointed under the chairmanship of Mr. N. J. Roughton to examine the question of granting increase in wages. The following were some of the findings of the Committee :

There was no uniformity in wage cuts as between the mills in the Central Provinces, and therefore, the Bombay scheme of granting increases would not be possible. The Committee therefore, recommended that 60 per cent. of the actual wage cuts should be restored and where new rates of wages had come into operation since 1937, 60 per cent. of the difference between the old and new rates should be added. These recommendations were to take effect from 1st May 1938.

Another Committee was appointed in the year 1941 under the chairmanship of Mr. Jayaratnam. This Committee was to review the position since the recommendations of the Roughton Committee and also to consider the recommendations of the Mahalanobis Committee. The following are some of the recommendations of the Jayaratnam Committee :

The wage level of 1931-32 should be restored and all the mills should pay dearness allowance according to the scale laid down by the Mahalanobis Committee with effect from 1st June 1941. The Committee also recommended that all mills in Central Provinces and Berar should institute schemes for Provident Fund for their operatives and also a system of granting a regularity bonus of Rs. 18 to be paid at the end of the year in order to put a check on absenteeism.

It is understood that the wage cut effected in 1931-32 was fully restored and the mills have also started paying a regularity bonus recommended by the Committee.

A wage census on a sample basis was conducted in both the mills at Nagpur and Akola for the month of January 1944. The basic wages vary between unit and unit at Nagpur and also at Akola but what is most striking is that they also vary in the five different units of the Empress Mills in Nagpur. In addition to wages, in Nagpur there is a system of paying different kinds of allowances such as good attendance bonus, long service allowance, night shift allowance etc. Moreover, in the musters the wages of workers are shown when they are on privilege leave.

The average of the basic wages for ring doffers in Nagpur is as. 8-4 and for frame doffers as. 8 only.

The earnings of workers in principal occupations in Nagpur will be found in Appendix XVII. It is seen that Drawing tenters average Rs. 1-15-6 per day, Ring doffers Rs. 1-7-8 per day, Male Ring single siders Rs. 1-13-11 per

day and female winders Rs. 1-6-8 per day, Female reelers Rs. 1-6-2 per day, one-loom weavers Rs. 1-14-0 per day, two-loom weavers Rs. 2-6-9 per day and coolies Rs. 1-10-1 per day.

Appendix XVIII gives the wages and earnings in the mills at Akola in selected important occupations. It will be seen that Ring doffers have a basic wage of as. 6 per day and a daily earning of Rs. 1-4-7 per day, single siders average As. 0-9-7 per day with a daily earning of Rs. 1-8-0 per day. Female grey winders average As. 7-11 per day with a daily earning of Rs. 1-6-1, Female reelers average As. 0-6-9 per day with a daily earning of Rs. 1-7-3. One-loom weavers earn from their basic wages As. 0-12-10 per day with a daily earning of Rs. 1-12-1 per day while two-loom weavers earn Rs. 1-5-10 from their basic wages and earn Rs. 2-4-4 per day.

The following summary table shows the frequencies of earnings in Nagpur and Akola.

TABLE XLVIII.

Frenquency table showing the earnings in Nagpur & Akola.

	Percentage of workers whose average daily net earnings were :—						
	Re. 1 to Rs. 1/4.	Rs. 1/4 to Rs. 1/8.	Rs. 1/8 to Rs. 1/12.	Rs. 1/12 to Rs. 2.	Rs. 2 to Rs. 2/4.	Rs. 2/4 to Ms. 2/8.	Rs. 2/8 and above.
Nagpur ..	..	19·68	17·72	43·86	9·93	7·71	1·10
Akola ..	0·26	43·54	27·44	8·31	9·07	11·28	0·10

The table is self-explanatory but it will be seen that while at Nagpur slightly over 60 per cent. of the workers fall in the earnings group Rs. 1-8-0 to Rs. 2, in Akola just over 70 per cent. are in the earnings category Rs. 1-4-0 to Rs. 1-12-0. The level of earnings is thus slightly less in Akola as compared to Nagpur.

Dearness Allowance.—In April 1940 a Committee was appointed by the Central Provinces Government under the chairmanship of Prof. Mahalanobis to enquire into the question of granting a dearness allowance. The Committee recommended that workers getting Rs. 100 and below should be entitled to dearness allowance at the rate of one pie per day per worker for 1 per cent. rise in the three monthly moving average of the Cost of Living Index Number for Nagpur on base August 1939 = 100. This recommendation was confirmed by the Jayaratnam Committee with only one modification, namely, that the base period of the index should be the average prices for 12 months from September 1938 to August 1939. In January 1944 when the Cost of living Index Number for Nagpur stood at 287, the allowance in the case of a worker attending full-time amounted to Rs. 27-8-0.

In the Empress Mills a long service bonus is paid at the rate of Re. 1 per month to those who have put in 5 years' service or more and at the rate of Rs. 2 per month to those with 10 or more years' service, while at Akola both the mills pay an efficiency bonus in the Weaving and Frame Departments. All the mills pay a regularity bonus of Rs. 18 per year.

The mills at Nagpur and Akola paid a profit bonus for the year 1943-44 equal to 1|4th of the total earnings of a worker for the period from 1st July 1943 to 30th June 1944.

Both at Nagpur and at Akola the wage period is a month and wages are paid before the 10th of the next month. Fines are imposed in both the centres but are not heavy.

Housing.

The Royal Commission on Indian Labour have made appreciative references to a scheme of the Empress Mills, Nagpur, of building a model town at Indora which is about two miles from the mills. At the time of the Commission's investigations, the scheme was in its infancy but, according to their information, the company intended to spend 25 lakhs in developing a model town containing about 1,500 detached houses in a sanitary, clean and airy environment.[1] At that time 108 houses had been erected ; 42 by the company and the remainder by the workers. At the time of the present investigation, it was found that the company had built only 48 houses and the workers 240. Briefly, according to this scheme, advances are given to the workers to build their own houses. The advances are repayable in about 5 years at the rate varying from Rs. 8 to 14 per month. The houses built by the employers are intended to serve as models.

This is really a model colony and it is a pity that the original scheme has not been fully implemented. Each house contains two living rooms, a kitchen, a bath-room and a latrine and only 1|3 of the plot assigned to the worker is built upon. After every three houses, there is an open plot and most of the houses contain kitchen gardens and are surrounded by beautiful trees. The only difficulty is that the colony is situated at a distance of about two miles from the mills and there are no adequate transport arrangements. Moreover, as a result probably of the fact that the advances are repayable in a period of about five years, the workers have sometimes to incur debts to meet their monthly budgets and many of the houses have thus gone into the possession of non-workers. Workers living in the model houses built by the company have to pay a rent of Rs. 5 per month.

Apart from the houses constructed at Indora, the mill has also built about six chawls. These contain one room tenements and the rent charged is Re. 1 per month. The conditions prevailing in these quarters are none too satisfactory.

The other unit in Nagpur has built a few chawls near the mills in which about 500 workers are housed. These are double storeyed *pucca* buildings. Each room is about 10 ft. × 10 ft. and the rent charged is Re. 1 per month. There are common arrangements for water and sanitation.

One of the units at Akola has built about 240 tenements for the workers. These are of different types. Some are *pucca* with tiled roofing, some with tin roofing and some *kutcha*. Most of these are in an extremely insanitary condition and are dark and ill-ventilated. The rent for the *pucca* quarter is Re. 1 per month and for *kutcha* as. 6 per month.

Welfare Work.

The mills both at Nagpur and Akola have dispensaries attached to them in charge of qualified doctors. The Empress Mill at Nagpur maintains separate dispensaries for women and children with a Lady Doctor in charge. The workers and also their families are treated free of charge at these dispensaries. In some of them, however, the rush is so great that the patients have to wait for a considerable time before they are examined and can obtain medicines.

All the mills maintain crèches but with varying degrees of cleanliness and comfort. The crèches started by the mills in Nagpur have attained a good standard, and the children are supplied with milk, etc. The crèches attached to the Akola mills are congested and admit of considerable improvement.

With the advent of rationing the mills in Nagpur have discontinued their grain shops. The Akola mills have grain shops where grains are sold at cost

[1] Report of the Royal Commission on Labour in India, p. 272.

price. One unit at Nagpur and both the units at Akola sell cloth to their workers at a concession rate.

In one unit at Akola a tea canteen is run by a co-operative society, while the other managements have employed contractors for running canteens where tea and light refreshments are served.

Except for the Empress Mill in Nagpur, the other units have not provided facilities for the education of workers' children. The Empress Mills, however, have a recognized primary school and there are also classes for adult workers and nursery classes. Books and stationery etc., are given free of charge. The Empress Mills have also made provision for indoor and outdoor recreation.

In all the mills there are co-operative societies which are actively assisted by the managements and all these societies appear to be shaping well.

Only the Empress Mills in Nagpur have made provision for safeguarding the future of their employees. The Jayaratnam Committee had recommended that all mills should institute Provident Fund Schemes for their operatives but this has not been done. The Provident Fund Scheme of the Empress Mills is open to permanent workers only who joined before January 1933. It is understood that over 7,000 operatives are members of the fund. The employers contribute at the rate of one anna in the rupee of the workers' wages, the workers contributing an equal amount. Those completing 20 years' service get the full contribution of the Company. For each years' service less than 20 there is a deduction of 5 per cent. The rate of interest allowed is 5 per cent. This mill has also a Pension Scheme. Permanent workers employed before January 1933 are entitled to join the Provident Fund and are also entitled to an Old Age Pension. Permanent workers employed after 1933 have the alternative of either contributing to the Provident Fund or Pension after retirement. Workers who are declared medically unfit are granted gratuities if they are not members of the Provident Fund or are not entitled to Pension. The amount of gratuity to be paid depends on the discretion of the management.

The workers' representatives complain that many workers who have put in more than five years service are still classified as temporary and are thus deprived of being qualified for either Provident Fund or a Pension.

CHAPTER VII.—DELHI.

Employment.

Delhi has now become one of the important cotton manufacturing centres in the country. It has four cotton mills employing on an average over 15,000 workers daily. In the year 1921 there were in Delhi only 2 mills providing employment to hardly 1,343 workers*. Of the four units one is exceptionally large and employs over 10,000 persons. The two smaller units have come into existence since the war. The following statement shows the number employed in the four units during the year 1944 :—

TABLE XLIX.

Units.	Number employed.			Total
	Men	Women	Childern	
A	10,002	80	..	10,082
B	3,601	64	..	3,665
C	800	50	..	850
D	511	..	..	511
Total ..	14,914	194	..	15,108

* "Location of Industry in India", p. 25.

It will be seen that there is little employment of women and none at all of children. Out of the total number employed, 7,356 are on time rates and the rest on piece rates. There is no contract labour and almost all the workers are employed and paid directly by the managements. About half the labour force is local, the other half being drawn from the neighbouring villages. Owing to the recent shortage of workers in Delhi it was reported by one unit that sometimes it had to send out its agents to places like Hatras and Agra to get workers.

Three of the units have appointed Labour Officers who are in charge of recruitment of workers. In one case all vacancies are notified on the gate and candidates are selected after interview by the Labour Officer. The two large units insist on medical examination of the new recruits before appointment.

Both the larger units have standing orders for their operatives. The workers are classed as Permanent,*badlis* and Temporary in one mill and as Permanent, Probationers and *badlies* in another. In the remaining two they are classified as permanent and temporary. Temporary workers and *badlis* are not given any notice of termination of service while permanent workers have to be given notice of discharging and are also entitled to certain privileges. In the Delhi Cloth Mills the vast majority or nearly 93 per cent., of the workers are permanent while in the Birla Mills about 70 per cent. are permanent.

Except in the case of one mill which had to close down frequently on account of shortage of coal and stores, and the second mill where turnover was high due to workers leaving for better paid jobs, turnover of labour in the other two units seems to be small being of the order of 6 per cent. It is, however, reported that there is a larger turnover among temporary workers than among permanent ones.

Absenteeism is about 9 to 10 per cent. in the mills, although one unit reported a figure of about 20 per cent. In one of the smaller units it was found that absenteeism on the night shift was twice as much as on the day shift. Except for one unit the others did not report higher absence on days succeeding the pay day.

One of the mills has a system of engaging workers as apprentices. They are given no wages for a period of two months and are then absorbed as *badlis* if found suitable. Unskilled workers are engaged as 'learners' in another mill, usually on half the normal rate of the job. None of the mills has any regular system of apprenticeship and training for the ordinary operatives.

One of the bigger units gives six days leave with pay in a year on medical grounds to permanent workers while another gives 15 days leave with pay in a year. One unit gives no leave with pay while the fourth unit gives 10 days' casual leave and 15 days privilege leave with pay in a year.

Working Conditions.

Hours of work and shifts.—The departments of both the larger units are very well ventilated and lighted and arrangements have been made for keeping off heat by the installation of cooling plants. In one of the smaller units, however, both the lighting and ventilation leave much to be desired. Adequate rest shelters, with proper seating arrangements, have been provided by two of the units. Electric fans have been installed in these shelters for the comfort of the operatives.

All the mills work more than one shift. Two of the bigger units work three shifts in certain departments while the others work two straight shifts

of 9 hours each with a spreadover of 10 hours. The starting time varies from 7.30 a.m. to 8 a.m. Where more than two shifts are worked, the actual hours of work vary considerably, the minimum being 6 and the maximum 9. Two of the units have a weekly changeover of shifts while in the other two it is monthly.

Wages and Earnings.

There have been no changes in the basic wages paid by any of these four units since the pre-war period. A wage census was conducted in all the mills, for the month of January 1944. It is difficult to discuss the average basic wages and earnings for different occupations in the four units in view of the fact that the hours of work are not uniform as between unit and unit and in the same mill also the shift hours differ from 6 to 9. For some occupations, however, it is possible to arrive at some idea of the rates of basic wages paid. For instance, the average wage in one unit for roving tenters working eight hours per day was Re. 0-14-8 while in another it was Re. 0-11-7. The average basic wage of a ring doffer working 7-1|2 hours was Re. 0-9-3 in one unit and Re. 0-8-7 in another unit. In one unit the average daily basic wage of a double sider in the Ring Department for 7-1|2 hours' work comes to Rs. 1-3-8. The basic earnings of weavers, particularly two-loom weavers show a very wide variation. This may partly be due to the different hours worked in the different units and in the different shifts of the same unit. Moreover, the type of cloth manufactured in the different units varies widely.

The following summary table shows the average daily basic wages and earnings in certain important occupations in the industry as a whole in Delhi :—

TABLE L.

Table showing wages and earnings (Weighted average) of Cotton mill workers in Delhi in important occupations.

Name of occupation	Sex.	Number of workers	Piece or Time.	No. of hours of work.	Average daily Basic wages.	Average daily Net earnings.
					Rs. A. P.	Rs. A. P.
Drawing Tenters ..	.. M	127	P	8	1 6 0	2 11 2
Intermediate Tenters	.. M	114	P	8	1 0 0	2 4 6
Roving Tenters ..	.. M	184	P	8	0 13 4	2 2 4
Ring Doffers ..	.. M	391	P	8	0 9 3	1 13 5
Frame Doffers ..	.. M	130	T	8	0 9 2	1 13 4
Ring Double Siders	.. M	419	T	8	1 1 0	2 5 6
Ring Full Siders ..	.. M	422	T	8	0 12 10	2 0 10
Winders ..	.. M	128	P	9	0 8 11	1 10 3
Pirn Winders ..	.. M	276	P	7½	0 9 11	1 13 3
Grey Winders ..	.. M	277	P	7½	0 11 9	1 15 2
Cone Winders ..	.. M	269	P	7½	0 10 0	1 13 5
Weavers (one-loom)	.. M	296	P	9	1 1 7	2 3 1
Weavers (two-loom)	.. M	2,329	P	9	1 10 11	2 13 5
Total	..	5,362				

Considering the frequency distribution of the workers in the various categories of basic wages, it is seen that 5.86 per cent. fall in the wage category below as. 8 per day, 18.31 per cent. in the category as. 8 and under as. 10, 14.07 per cent. in the category as. 10 and under as. 12, 11.97 per cent. in the category as. 12 and under as. 14, 7.56 per cent. in the category as. 14 and

under Re. 1 and the rest or 42.23 per cent. of the total in the category Re. 1 to Rs. 2 and over. In regard to net earnings, nearly half the workers are to be found in the wage groups Rs. 1-12-0 to Rs. 2-4-0 per day. The percentage of those drawing between Rs. 2|4|- and Rs. 3 and over per day comes to 41.72 per cent. of the total.

The detailed frequency tables by occupations will be found in Appendices XIX(a) & (b). A short summary of these tables is, however, given below :—

TABLE LI.

Total number of workers (7,837).

Income groups.	Percentage to total.	
	Basic wages.	Net earnings.
Under As. 8	5·86	..
As. 8 and under As. 12	32·38	..
As 12 and under Re. 1	19·53	1·08
Re. 1 and under Rs. 1/4	7·37	1·42
Rs. 1/4 and under Rs. 1/8	3·89	1·85
Rs. 1/8 and under Rs. 1/12	11·83	5·79
Rs. 1/12 and under Rs. 2	10·73	27·05
Rs. 2 and under Rs. 2/4	5·20	21·09
Rs. 2/4 and under Rs. 2/8	3·21	7·75
Rs. 2/8 and under Rs. 2/12	..	4·33
Rs. 2/12 and under Rs. 3	..	10·45
Rs. 3 and over	..	19·19
Total ..	100·00	100·00

None of the mills has any incremental scale of pay for the operatives although one of the bigger units gives annual promotions in deserving cases by earmarking certain higher posts for promotion.

Except in the case of one unit which pays dearness allowance on a diminishing graded scale of income the rest pay at a flat rate per month to all their operatives irrespective of income. The highest rate of dearness allowance was Rs. 32 per month in the Delhi Cloth Mills, the two others paying about Rs. 30 to Rs. 31|12|-. One mill which is a member of the Bombay Mill-owners' Association pays dearness allowance at the rate fixed by it from time to time for operatives of member mills. No allowance is paid for days of absence.

One of the bigger mills has a system of paying a production bonus in certain departments while one small unit pays a good-attendance bonus of As. 8 per week for full attendance. It has also a system of paying a bonus for each day of attendance in certain departments. The amount paid varies from department to department from as. 2 to as much as 8 annas per day.

The Delhi Cloth Mills have been paying to their workers both an annual and a quarterly bonus. In addition, cash rewards of Rs. 5 to Rs. 10 are given to each operative on festival days. Special rewards are also given at the discretion of the management to deserving workers. The annual bonus paid in 1944 amounted to Rs. 45 per worker and was given irrespective of length of service or any other condition. The quarterly bonus given in October 1944 amounted to Rs. 25 if taken in cash and Rs. 27 if deposited in the Company's Provident Fund or Savings Bank. The Birla Mills pay the annual bonus on the same basis and conditions as the Bombay Mill-Owners' Association which had declared a bonus, subject to certain conditions, of an amount equivalent to one sixth of the total basic wages for the year. One of the smaller units has

given no bonus while the other makes an *ex-gratia* payment of Rs. 6 during the Diwali and Holi holidays to all its operatives.

In the case of all the mills wages are paid monthly and in accordance with the provisions of the Payment of Wages Act.

In none of the mills heavy fines are imposed. The fines are generally credited to a fines fund which is used for the workers' welfare but in one case no such fund existed and the money was being credited to the accounts of the factory.

Standard of Living of the Workers.—The discussion of the position regarding wages and earnings leads to consideration of the standard of living of the workers. Here, the position may be briefly stated on the basis of the provisional results of the tabulation of some 241 family budgets of cotton mill workers in Delhi collected in connection with the Cost of Living Index Number Scheme of the Government of India. From the analysis of the budgets it is seen that the average size of a family consists of 3.84 persons, 1.24 men, 1.17 women and 1.43 children under 17 years of age. Of the 3.84 persons in the family, 1.27 were wage earners and 2.57 dependants.

The average monthly income of the worker's family was Rs. 70-15-7, of which Rs. 68-6-7 accrued from wages including dearness allowance, bonuses, etc.

On an average, the monthly expenditure of a family came to Rs. 64-9-1 per month. The following is the percentage distribution of expenditure on the different groups constituting the family budget.

	Percentage.
Food	61·44
Fuel and Lighting	9·16
House rent	4·79
Clothing and Foot-wear	9·34
Bedding & Household Requisites	3·52
Miscellaneous	11·75
Total ..	100·00

It was noticed that on an average the family had to maintain 2.57 persons who are living away from it and Rs. 4-2-8 were being remitted to them per month for their maintenance.

Housing.

All the mills in Delhi have made provision for housing a proportion of their operatives. This varies from 40 to 50 per cent. of the total. The Delhi Cloth Mills have built about 1,000 quarters, 800 single-roomed and 200 double-roomed. Proper arrangements for drainage have been made and the roads in between the houses have been tarred. The single room quarters consist of a room 12ft × 10ft, a verandah and an enclosed courtyard. The rent charged varies from Rs. 2 to Rs. 4 per quarter. The double room family quarters have two rooms 15 ft. × 12 ft. each, a verandah, a courtyard, bath room, water tap and a latrine. The rent charged varies from Rs. 8 to Rs. 10 per month. In regard to the single room quarters there is no separate provision for water and sanitation. There are common taps and latrines for these. It is understood that the management of the various housing colonies is entrusted to an elected "Punchayat" which looks after the cleanliness and sanitation of the lines and also enquires into complaints and grievances of the workers.

The Birla Mills have four separate housing colonies. In one of these the Company has rented a hired building. In all about 600 quarters are supplied.

The best among these contain a room, a kitchen and a verandah. Arrangements for water supply and sanitation are common. The rent charged is Rs. 7 p.m. For the other quarters supplied, a rent of Rs. 1|8|- to Rs. 4 p.m. is charged. No electric light is supplied.

The other two mills have provided single room tenements. These are generally dark and badly ventilated. The rent charged varies from Rs. 1|4|- to Rs. 2 p.m.

Owing to the acute shortage of housing accommodation in Delhi, such of the workers as are not housed by the mills are finding it extremely difficult to get suitable houses at reasonable rents. In fact, there is very great congestion and the workers have to live in extremely insanitary, dark and ill-ventilated places for which they are compelled to pay heavy rents. An ordinary unskilled worker is sometimes required to pay as much as Rs. 7 for a small room without any conveniences.

The mills are alive to the need of extending the housing facilities provided by them and have schemes for extension. They have the necessary land but are unable to proceed with their schemes either due to the unavailability of building material or because of the high prices of such material.

Welfare work.

Both the bigger units in Delhi are conducting welfare work on a considerable scale and the cotton mill operatives in Delhi are thus well served in this respect. Delhi is probably the one centre of the industry in the country where an employer, *viz.*, the Delhi Cloth Mills, have started a separate Employees' Benefit Fund for conducting welfare activities. Since 1941, this company has created a Trust for financing welfare activities and has passed a resolution to the effect that a contribution shall be made to this fund depending upon the dividend which is declared. Thus, 15 per cent. of the profits are credited to the fund if the dividend is between 6 and 12 per cent. while the contribution is equal to 18 per cent. if the dividend declared is the same. The Board of Trustees contains four elected representatives of the work people. The funds of the Trust amount to about Rs. 10 lakhs and are utilised for the following purposes :—

1. Payment of employer's contribution to the workmen's provident fund.
2. Gratuities paid to workers.
3. Old age pensions.
4. Death benefits, to dependants of deceased workers.
5. Cost of workmen's sickness insurance scheme.
6. Expenditure incurred in connection with other welfare activities.

The activities of the fund may be classified as follows :—

(a) Financial benefits.
(b) Education.
(c) Health.
(d) Recreation and entertainment.
(e) General amenities.

(a) *Financial benefits.*—A compulsory provident fund was instituted by this company in the year 1920. The number of subscribers is now over 10,000. Workers receiving a wage of Rs. 20 or more contribute at the rate of Re. 1 per month and those earning below Rs. 20 per month at the rate of As. 12 per month. The employer's contribution is payable in full if the subscriber has put in 12 years' service and at one-fourth if the subscriber has less than 5 years' service.

Those who have put in not less than 20 years' service with the company also receive gratuities up to a maximum of Rs. 1,500. Provision has also been made for the grant of pension to old workers and their families in specially hard cases.

A scheme of sickness insurance has been in operation in the company for the last ten years. It covers all workmen irrespective of their age and earnings and each worker contributes As. 2 per month to the scheme. A cash benefit of Rs. 16 per month is given for a period not exceeding three months. In the year 1943 there were under the scheme as many as 2,441 beneficiaries and the total amount paid came to Rs. 19,420|4|--

There is a bank for the employees and it is reported that 95 per cent. of the depositors are actual workers. Loans are granted on which the interest charged is 6 per cent.

It is understood that the Trust is examining the question of introducing a scheme of life insurance for the workers in the mill.

(b) *Education.*—The Trust runs a Girls' School, has made provision for adult and vocational education, has a workmen's library and publishes a technical magazine. Adult classes are held and study tours are also conducted. In regard to adult education, a novel feature is that all new recruits to the factory who are illiterate are required to join the adult education classes under the terms of their contract of employment. The company has also laid down that no illiterate worker below the age of 40 can become permanent until he has passed the literacy test. As a result of the efforts made in the direction of imparting education to adults, it is understood that as many as 70 per cent. of the operatives of this mill are literate.

(c) *Health.*—A fully equipped hospital is maintained with provision for X-Ray apparatus and other modern appliances. The hospital gives free medical aid not only to the workers but also to their families and dependants. The hospital has 22 beds with a maternity ward. Those suffering from defective vision are supplied with glasses free of charge. Arrangements are also made for giving allopathic, ayurvedic and homeopathic treatment.

Although the number of female workers employed in the mill is small, a crèche has been provided inside the mill premises where free milk, and clothing are provided to the workers' children.

(d) *Recreation and entertainment.*—The mill has made arrangements both for indoor and outdoor sports for the operatives. There is a Sports Club for the workers. A gymnasium has also been built where regular training is given to the workers if they desire to have it. The mill has provided a swimming pool measuring 200ft. × 30ft. The average attendance at the swimming pool is about 800.

The company has built a spacious theatre where popular dramas are staged twice or thrice a month.

(e) In order to meet the needs of single workers, model kitchens have been arranged and there are at present 12 such in existence with a membership of 360 workers. The Trust meets the expenditure on account of rent of the kitchen and the cook's pay, etc. The monthly cost of food varies from Rs. 12 to Rs. 18 per person. There is a canteen in the mills where light refreshments are served at moderate prices.

In the other large unit of the industry also, welfare work on a considerable scale is being attempted. A canteen and a crèche have been provided and arrangements have been made to impart, free of charge, both primary and secondary tuition to the children of the workers. Further, it has provided a library and a reading room for its workers which is well attended. There is

also a Saving Bank for the benefit of workers. Since 1st January 1945 a Provident Fund has been instituted. Permanent workers with at least 6 months' service are entitled to its membership and contribute an amount equivalent to 1|16th of their monthly basic wages. The Company's full contribution is available only after nine years' approved service.

In the smaller units of the industry, however, very little, if anything, is being attempted by way of welfare work except for maintaining a small dispensary by each.

CHAPTER VIII.—THE PUNJAB.

Although the Punjab is a large cotton growing Province, the cotton mill industry has not made much progress in it. In the whole of the Province, including Indian States, there are only eight cotton mills employing about 8,595 persons[1]. The growth of the industry in the Punjab is also fairly recent because in the year 1921 there were only four cotton mills employing about 1,400 persons[2]. For purposes of the present enquiry, an *ad hoc* survey was conducted in three cotton mills in Lahore, one of which is a Government Demonstration Weaving Factory, and in the cotton mill at Lyallpur.

A.—LAHORE.

Employment.

Two out of the three cotton mills in Lahore are situated outside the city while one is situated in the heart of the city itself. Except for one unit which employs more than 1,100 persons, the two others are small in size. The total number of workers employed in these factories at the time of the enquiry was 2,025 of whom 1,980 were men and 45 women. No children are employed. There is no classification of workers into permanent and temporary and all are treated alike.

There is no system of graded promotion nor are there any Standing Orders.

No special system of recruitment is followed by any of these factories and in the larger unit the assistance of Jobbers is sought for filling up vacancies. Jobbers are also sometimes sent out to recruit labour. The appointments are, however, made by the manager himself. Recently, owing to the remunerative character of agriculture, many of the workers in the bigger units left for their villages, some joined active service with the result that there has been considerable shortage of labour. In the case of the Government factory, the appointments are made direct. It is understood that owing to the recent shortage of labour the power of the Jobber has considerably diminished.

In the largest unit there is no system of apprenticeship. In the Government factory there are three classes of apprentices : (A), (B) and (C). In the (A) class, graduates and under-graduates are taken ; in the (B) class, matriculates and in the (C) class weavers by caste or profession and students of the Government Weaving Section at Amritsar are entertained. The course of training for apprentices lasts for two years. Scholarships are granted to all the three classes of apprentices who have to enter into an agreement with the Government that they would remain in the factory for two years at least, failing which they have to refund the amount of scholarship.

No reliable information regarding absenteeism is available, but it is reported that on days following the payment of wages absenteeism amounts to

[1]Bombay Millowners' Association Report for the year 1943.—Chart.

[2]"The location of Industry in India", page 25.

10 per cent. There is considerable rise in the absenteeism during the sowing and harvesting seasons when the unskilled workers return to their homes for agricultural operations

From such statistics as could be collected on the subject of labour turnover, it would appear that most of the permanent separations are due to the worker voluntarily leaving the mill. The percentage of labour turnover in the three factories was of the order of about 5.

Working Conditions.

Hours of Work and Shifts.—In one of the bigger units of the industry there is a lot of congestion inside the departments and ventilation and lighting are very poor. The departments are also not kept in a clean condition. In the Government Weaving Factory, there is little protection against heat and the departments are very hot during the summer months.

None of these mills has provided rest shelters for their employees.

Sunday is usually observed as a holiday.

Both the bigger units work two shifts per day: in one unit the hours of work per shift are 9 with a spread-over of 13 hours, while in the other, the hours of work are 10 and the spread-over 11. The following are the hours of work in the two units.

A.	1st Shift ..	..	7 a.m. to 12 noon, and 4 p.m. to 8 p.m.
	IInd Shift ..	..	12 noon to 4 p.m., and 8 p.m. to 1 a.m.
B.	1st Shift ..	..	7 a.m. to 12 noon, and 1 p.m. to 6 p.m.
	IInd Shift ..	..	6-30 p.m. to 10-30 p.m., and 10-30 p.m. to 5-30 a.m.

In the biggest unit of the industry space is set apart for bathing and washing, while in the Punjab Textile Mills there is a swimming pool. One of these units provides cool water during the summer months. There is no system of granting leave with pay but leave without pay is granted on the merits of each case.

Wages and Earnings.

In all the three factories in Lahore a wage census relating to the months of March and April 1944 was conducted on a sample basis and the results of the census are discussed below.

In the two big units of the industry at Lahore, there are considerable variations both in the basic wages and earnings of the workers in all the important occupations.

The table in appendix XX contains information regarding daily basic wages and earnings in selected occupations. It will be seen that drawing and slubbing tenters have an average basic wage of about Rs. 1-5-0, inter-tenters averaging Rs. 1-1-1 and roving tenters as. 14-3. Full piecers average Re. 0-13-8 while half-piecers average only Re. 0-8-8 per day. Doffers, both ring and frame, get an average basic wage of about as. 7-4 per day. The average basic wage of a reeler is in the neighbourhood of as. 10 per day, while male winders make as much as Rs. 1-1-3 per day from their basic rates. One-loom weaver gets as. 15 per day, while the two-loom weaver makes Rs. 1-9-5 per day from his basic rates. The average wage of a cooly is in the neighbourhood of Re. 0-10-7 per day.

The average daily earnings of a drawing tenter come to Rs. 2-1-11 per day and of a ring doffer to Rs. 1-0-10 per day. The average daily earning of a two-loom weaver comes to Rs. 2-7-7 and of a cooly Rs. 1-3-10.

Tables in appendices XXI (a) and (b) contain frequency of basic wages and earnings in the cotton industry at Lahore. It will be seen from this table that 11.23 per cent. of the workers receive less than as. 8 per day, 37.69 per cent. between as. 8 to as. 12, 23.05 per cent. as. 12 to a rupee, while 28.03 per cent. receive a wage which is a rupee and above per day.

As regards earnings, no worker earns less than as. 12 a day. 15.43 per cent. earn between as. 12 to a rupee, 45.41 per cent. between Re. 1-0-0 and Rs. 1-8-0, 22.75 per cent. between Rs. 1-8-0 and Rs. 2-0-0, while 16.41 per cent. earn between Rs. 2 and Rs. 2-12-0 per day.

Unlike many other centres of the industry in the country, considerable changes have occurred in the basic wage structure of the industry at Lahore since August 1939, and it is reported that as compared to the pre-war period, basic wages have gone up by 18 to 20 per cent. This increase varies from unit to unit and occupation to occupation.

Dearness Allowance.—The following are the rates of dearness allowance in the different units at Lahore.

Unit 'A'; Annas 5 per day (including rest days) to all workers. If a worker is absent for more than three days in the week he does not get dearness allowance for the rest day (Sunday).

Unit 'B'; Sliding scale of dearness allowance. It varies from 100 per cent. of the basic wage if the wage is upto Rs. 10 p.m. to 29.6 per cent.; if the basic wage is Rs. 75 p.m.

Unit 'C'; The rates of dearness allowance for different wage categories were as follows :—

Wage Category.	Dearness allowance paid.
Upto Rs. 20 p.m.	Rs. 8/8 p.m.
From Rs. 21 to Rs. 30 p.m.	Rs. 9/8 p.m.
From Rs. 31 to Rs. 40 p.m.	Rs. 11 p.m.
From Rs. 41 to Rs. 60 p.m.	Rs. 12 p.m.
From Rs. 61 to Rs. 100 p.m.	Rs. 14 p.m.
From Rs. 101 to Rs. 150 p.m.	Rs. 10% of pay or Rs. 14 p.m. whichever is more.
From Rs. 151 to Rs. 250	10% of pay.

Bonus.—The biggest unit at Lahore pays no bonus of any kind.

One of the units pays a production bonus to Jobbers only upto a maximum limit of Rs. 8 p.m. at the discretion of the spinning master. It also pays an attendance bonus to those who are not absent without leave for more than 7 days in a month. This unit paid an annual profit bonus equivalent to three months' basic wages for the year ending 30th June 1943. A half-yearly bonus was also paid for the period July to December 1943. The amount of this 'bonus' differed according to the length of service of the worker.

In the same unit Drawing tenters producing 10 hanks or more per day are entitled to an efficiency bonus of as. 3 while Inter. tenters producing 7-1/2 hanks or more per day get efficiency bonus at the rate of annas 3. Usually forty per cent. of these workers are reported to be earning efficiency bonus.

The other unit paid an annual profit bonus for the year ending 31st March 1943 equivalent to 1-1/2 times the monthly earnings to those workers who were on the rolls throughout the year and also on the day of disbursement. About 50 per cent. of the workers got the benefit of this bonus.

Housing.

One of the units has provided free accommodation practically to all its workers while in the Government factory one fifth of the workers are housed. Incidentally, both these units are situated many miles away from the city. The largest unit situated in the city has provided housing for a fifth of its workers, and the rent charged varies from Rs. 3 to Rs. 6. The sanitary arrangements in the quarters of workers in the mill located in the city are extremely unsatisfactory and there is very great congestion and overcrowding. No latrines have also been constructed for the quarters belonging to the Government Weaving Factory. In some of the quarters provided by the mills no arrangements have been made for the supply of water and the occupants have to procure their supply from the municipal taps in the streets.

Workers who are not provided with employers' housing have to live in houses two or three miles away from the factory. There is great congestion and overcrowding in these houses. The rent per room varies from Rs. 5 to Rs. 6.

Welfare Work.

Two of the bigger units maintain dispensaries in charge of qualified doctors and compounders. No medical facilities are provided in the Government weaving factory. In two of the bigger units of the industry there are canteens in which light refreshments are served. In one of the units the canteen is managed by the mills themselves and articles are sold slightly cheaper than in the market.

There are no crèches in any of the units.

One of the units maintains an adult school for the workers and a primary school for their children. There is also a workers' club for purposes of recreation. This mill maintains three provision shops, two vegetable and fruit shops and also two confectionery shops. It also owns a dairy and supplies milk to the workers at a considerably cheaper rate than the market rate. It runs a flour mill where the workers can have their grain ground. Fire-wood is also supplied at cheaper rate. It supplies wheat to the workers up to a specified quantity at a rate much lower than the prevailing rate. Two of the units sell cloth to workers at a concession of 10 to 15 per cent.

About 30 per cent. of the workers seem to be indebted to the extent of Rs. 10 to Rs. 100 at exorbitant rates of interest varying from 7 per cent. to 30 per cent. per annum and even more in certain cases. This debt is incurred mostly from private moneylenders. The causes of indebtedness are drinking, high cost of living, marriages, sickness and festivals.

There is no provision for provident fund or gratuity in any unit. In the Government Factory pension is allowed according to Government rules in force.

B.—LYALLPUR.

The largest cotton mill in the Punjab was established in Lyallpur in the year 1934. It employs about 4,700 persons and is under the same management as the Delhi Cloth Mills. During the war years there has been considerable increase in the number of persons employed in this mill. There is very little employment of women and none at all of children. Workers are classified as permanent and temporary although the privileges of both are the same. The former account for nearly 87 per cent. of the total.

A somewhat novel feature in connection with recruitment is that the management put up a notice at the gate giving the details of vacancies and the dates from which these are likely to occur. The candidates who present themselves at the gate are then selected by the Establishment Officer in consultation with the departmental head. The workers thus selected are kept on probation for two to three days and are either absorbed or rejected. In the Weaving and Spinning departments of the mill as also in the workshop, apprentices are taken. During the first month of apprenticeship no payment is made. After that, apprentices are absorbed in leave vacancies and thereafter in permanent vacancies. It is reported that absenteeism in this concern amounts to about 13 to 14 per cent. The causes of absenteeism are the return of the workers to their villages during the harvesting season, sickness, domestic affairs, etc. Some of the workers are also reported to be habitual absentees for two or three days in the month. As compared to the year 1940, there was slight increase in the year 1943 in the rate of labour turnover, the percentages being 7 and 8.8 respectively. In the year 1943, there were as many as 186 cases of dismissals. The large number of dismissals is probably due to the fact that the factory has a rule that if a worker who is on leave overstays his leave for more than three days, his name is struck off from the rolls.

There are no Standing Orders in the Mill to regulate the relations between the employers and the employees.

Working Conditions.

Hours of work and shifts.—Being a comparatively new concern, the factory is well laid out and ventilation and lighting are sufficient. An adequate provision is made for water supply and for sanitary arrangements. Cool water is supplied in summer months during working hours. There is a rest shelter measuring 110 ft. × 60 ft. which is a *pucca* structure containing cemented seats. Electric fans have been installed in this shelter.

Two shifts are worked in the weaving section and three in the spinning. The hours of work in the weaving section are from 8 a.m. to 6 p.m. with an interval of one hour and 6 p.m. to 4 a.m. also with an interval of one hour. In the spinning section no interval is allowed and three straight shifts are worked from 8 a.m. to 8 a.m.

Sunday is usually observed as a holiday in summer and Thursday in winter. In addition to sick leave upto 3 months in a year under the sickness Insurance Scheme, every time-worker is granted leave with full pay for six days in a year.

Wages and earnings.

A Wage Census relating to the month of April 1944 was conducted on a sample basis in this mill and the results of the census are discussed below :—

Appendix XXII contains a table showing the basic wages and earnings of workers in this factory in 16 selected important occupations. It will be seen that the average daily basic wage of female reelers is 0-6-9, of ring doffers 0-8-5, of grey winders 0-8-10, of inter and roving tenters about 0-11-11, of drawing and slubbing tenters about a rupee and of two-loom weavers Rs. 1-6-1. Owing to the liberal scale on which dearness allowance is being paid in this factory, the lowest average daily earnings namely of colour winders is Rs. 1-9-4, the highest being Rs. 2-5-8 in the case of double siders.

Tables showing the frequency of wages and earnings in this factory have also been compiled which are printed as appendices XXIII(a) & (b). These

tables show that only 5.80 per cent. of the workers receive a wage between as. 6 and as. 8, 30.91 per cent. receive a wage between as. 8 and As. 12, 24.65 per cent. between as. 12 and a rupee, and 38.64 per cent. over one rupee. With the exception of a few tenters, all those having a basic wage of a rupee or more per day are two-loom weavers.

As regards earnings, no worker in this factory earns less than Rs. 1-8-0 per day 36.93 per cent. earn between Rs. 1-8-0 to Rs. 2-0-0 and the remainder or 63.07 per cent. earn between Rs. 2-0-0 and Rs. 2-8-0. No worker earns more than Rs. 2-8-0 per day, but as many as 40.96 per cent. are in the earning category Rs. 2-4-0 to Rs. 2-8-0.

This concern has laid down a basic minimum wage of Rs. 12-8-0 per month both for males and females. The workers in the spinning department are paid 9 hours wages for eight hours work. In addition to the basic wage, a dearness allowance at a flat rate of Rs. 28-0-0 per month is granted to all workers putting in full attendance. There is also a system of paying rewards for efficient work and the amount paid varies from as. 8 to Rs. 4 per month.

Two types of bonuses are paid : one quarterly and another annual. For the quarter ending 30th June 1944 a bonus was paid at the rate of Rs. 17 for full attendance during the quarter, subject to the condition that 12 days' absence during the quarter would be excused and that for absence exceeding 12 days proportionate deduction in the bonus would be made. The annual bonus paid for the year 1942-43 was at the rate of Rs. 55 for the whole year to those who were on the rolls on the day of the payment of the bonus and had remained on the rolls for the whole year 1942-43.

Housing.

Out of the 4,700 odd employees, more than 2,000 have been accommodated in houses built by the management of this concern. There are three types of houses : single men's quarters, single family quarters and double family quarters. About 42 per cent. of the total number of workers employed are housed in these quarters. In the single quarters there is a room 12 ft. × 12 ft. with a verandah in front and the rent charged is Rs. 1-8-0 per month. Actually, however, about three single men live in a single quarter like this and share the rent among themselves. There are common sanitary arrangements for such quarters. Single family quarters—508 in number—contain a room 12 ft. × 12 ft. with a verandah in front, a small enclosed court-yard and a latrine. The rent charged is Rs. 2-8-0 per month only. The double family quarters contain four rooms with a verandah, an enclosed court-yard, a water tap and a latrine and the rent charged is Rs. 7 p.m. per quarter. All these quarters are well lighted and ventilated with extremely good arrangements for sanitation and water supply. They are also fitted up with some wall furniture.

Out of the workers not provided with quarters 37 per cent. live in their own *kutcha* houses in the surrounding villages. These lack ventilation, sanitary arrangements, etc. The rest who live in private rented quarters have to live mostly in a single roomed tenement without any verandah or court-yard. The monthly rent for such a quarter is Rs. 3-0-0 and upwards.

Welfare Activities.

A Trust has been created since 1941 for conducting and financing welfare activities in the concerns owned by Delhi Cloth and General Mills Co., Ltd. The company contributes 15 per cent. of the profit to the Trust if the dividend declared is between 6 and 12 per cent. and increases its contribution by

½ a per cent. for every increase of one per cent. in the dividend upto 18 per cent. for a dividend of 18.

Two dispensaries are maintained ; one allopathic and another homoeopathic. An indoor ward with eight beds is attached to the dispensary.

The Trust runs one primary and one adult school inside the factory premises. In the primary school books and stationery are given free to the lower classes. Education is free.

Arrangements have been made for the provision of playing fields. There is a grain shop where wheat is sold at concession rates and the workers of this concern also receive cloth about 25 per cent. cheaper than in the bazar.

Periodically, dramatic and other entertainments are arranged for the recreation of the workers. A somewhat striking feature is that the mill has provided two swimming pools measuring 180 × 30 ft. This amenity is very highly appreciated by the employees.

The mill also publishes every week a gazette, copies of which are circulated free to the workers.

There is a library housed in a spacious building containing books in Indian languages as also newspapers and periodicals.

There is an Employees' Bank which serves the double purpose of encouraging thrift and relieving indebtedness. It is understood that over 1,000 workers of the mill have joined the Bank.

The mill has a system of paying gratuities to workers who have put in at least seven years' service and are medically disqualified or in case of death. The scale of benefit is 13 days' wages for each years' service.

There is also a sickness insurance scheme in operation in this mill. It is compulsory for all the workers and they contribute at the rate of as. 2 per month. The cash benefit is Rs. 16 per month up to a period of three months. In the year 1943, as many as 1,632 workers received the benefit.

This is one of the few industrial centres in the country from which it is reported, that the workers are free from debt to outside moneylenders, grocers, etc.

(ii) INDIAN STATES.

CHAPTER IX.—INDORE.

Employment.

In Central India, Indore is the largest cotton manufacturing centre where the Government of the State established the first mill in the year 1860. The industry gradually expanded until at the time of the visit of the Royal Commission on Indian Labour there were in Indore 7 cotton mills with about 1,80,000 spindles and 5,340 looms, the average daily number of persons employed being in the vicinity of 10,000. By 1939 Indore had already become a large cotton manufacturing centre and the mills were employing nearly 21,000 workers. At the time of the present enquiry (January 1944) the mills employed no fewer than 27,000 workers, 16,000 on the day shift and 11,000 on the night shift. The size of all the units in Indore is fairly large, the two biggest among which employ more than 6,000 persons each. All the units work night shifts. Most of the production is earmarked for Government. Of the total number of employees about 15 per cent. are females. They are mostly employed in the Winding and the Reeling Departments.

The workers can be broadly classified into permanent and *badlis*. There being no Standing Orders for Operatives, there are no definite rules as to when a *badli* worker should be made permanent. All the mills have, however, a system for controlling their *badli* labour. A special feature is that when a *badli* worker works in place of a permanent man his wages are paid to the permanent worker and not to him direct.

None of the mills maintains any accurate statistics of absenteeism but it is understood that the percentage varies from 12 to 18. Absenteeism is reported to be higher among weavers than in some other departments of the mills.

Wages have been standardised in the different units of the industry in Indore and there is, therefore, no inducement for the operatives to leave one mill and join another. The result is that labour is pretty stable and there is a fair amount of continuity of service.

All the mills have appointed Labour Officers but the recruitment is not done by them. It is reported that in Indore, instead of there being a shortage of labour there is a great demand for work in the mills.

Working conditions.

Hours of work and shifts.—Most of the mills in Indore are comparatively old and are built in an orthodox style. All have double storeyed buildings. The departments are not arranged according to the processes and this often entails much unnecessary loss of time to the worker in going from one department to another. With one exception, the mill compounds are not particularly clean and it is not unusual to see the compounds littered with quantities of waste material, etc. The machinery is mostly old and there are complaints on the part of the workers in regard to the unsatisfactory character of the stores used. The spacing of machinery, particularly in the loom-sheds, is such that it does not allow much moving space to the workers. For day time working there is sufficient natural light.

Except for one mill, however, the lighting during the night shift appears to be extremely inadequate and there are loud complaints that the inadequacy of the lighting was putting a very great strain on the eyes of the workers. Ventilation seems to be adequate, and some of the mills have also installed cooling plants.

All the mills are working two shifts a day, a day shift and a night shift. The night shift complement is, however, comparatively smaller than the day shift complement.

There is no system of change over of shifts. According to the Indore Factory Act, factories are allowed to work 60 hours per week and ten hours per day. All factories have therefore a ten hour shift with a spread-over of 10½ hours. There is a rest interval of half an hour. A uniform opening and closing hour is observed by all the units. The starting hour is 8 a.m. and the closing hour 6.30 p.m. with a rest interval of half an hour between 1 p.m. and 1.30 p.m. There are no changes in the timings according to seasons. As regards the starting hours of night shifts, these vary from 6.45 to 7.30 p.m., the closing hours being 5.15 a.m. in some cases and 6 a.m. in others.

Wages and earnings.

As a result of the recommendations of a Committee appointed by the Holkar Government, the State has introduced standardization of wages in some occupations in the cotton mill industry at Indore. Among the provisions made is that mills paying more than the standard rate should not scale down

their rates and that with the exception of one mill the others should pay to two-loom weavers with an efficiency of 76 per cent. Rs. 38-0-0 per month for 26 days' work. A brief summary of the standardization scheme will be found in Appendix XXIV.

In spite of the introduction of the standardization scheme referred to, the results of the Wage Census relating to the month of March 1944 show that there are slight variations in the basic wages in the different units of the industry at Indore. For instance, the average basic wage of a ring warping sider is as. 9-4 in two units, as. 0-10-0 in another, the highest being as. 10-8. The average basic wage of female ring doffers varies from as. 6-4 to as. 7-2 per day. In the case of two-loom weavers, the variation is considerable but, as this is a piece-work occupation, this is understandable. In a time-rated occupation, however, such as a cooly, the variation is between as. 0-11-3 and as. 0-13-1. Table in appendix XXV contains the weighted averages of daily basic wages and earnings in principal occupations in the mills at Indore. So far as daily basic wages are concerned, it is seen that tenters average about a rupee, ring siders, warp and weft, about as. 0-10-0, ring doffers about as. 0-6-8, male grey winders as. 0-7-4 and women grey winders about as. 0-7-1. Women reelers average as. 0-6-8. One-loom weavers have an average basic wage of as. 0-13-3 and two-loom weavers of Rs. 1-4-9. The basic wage of coolies is on an average as. 12 per day.

Owing to the liberal scale of dearness allowance which is being paid, even the lowest paid worker such as a male reeler is able to obtain an average daily earnings of Rs. 1-13-11. Tenters make nearly Rs. 2-8-0 per day, doffers nearly Rs. 2 per day and so also grey winders. The highest earning among the process operatives is of two-loom weavers which comes to Rs. 2-12-2 per day.

Tables in appendices XXVI(a) and (b) give the frequency of wages and earnings in the mills at Indore. These tables show that 24.35 per cent. of the workers have a basic wage under as. 8 per day, 22.58 per cent. between as. 8 to as. 12 per day, 12·43 per cent. between as. 12 to a rupee per day, 10·86 per cent. between Re. 1 and Rs. 1-4-0 per day, and 29.78 per cent. over Rs. 1-4-0 per day. The majority of the workers in the last category are weavers.

The frequency of earnings shows that only 0·49 per cent. of the workers were earning between Rs. 1-8-0 to Rs. 1-12-0 per day and none below Rs. 1-8-0 per day. 24.68 per cent. of the workers earn between Rs. 1-12-0 to Rs. 2., 25.52 per cent. between Rs. 2-0-0 to Rs. 2-4-0, 12.18 per cent. between Rs. 2-4-0 to Rs. 2-8-0, 18.85 per cent. between Rs. 2-8-0 to Rs. 2-12-0 and 18.27 per cent. between Rs. 2-12-0 to Rs. 3-0-0.

All the mills have been paying a dearness allowance since July 1940. With effect from 1st April 1942, however, the allowance is paid on the basis of the three-monthly average of the cost of living index numbers for Bombay, Ahmedabad and Sholapur. The rate at which this allowance is paid is as. 0-3-6 per point up to 130 and as. 0-3-0 per point thereafter. For the quarter ending 30th September 1944 the average of the indices was 258 and the monthly allowance amounted to Rs. 30-9-0 per worker for 26 days' attendance.

Bonus.—Most of the mills have a system of paying a bonus in one form or another. Three out of the seven mills pay a production bonus in some departments of their mills. Attendance bonus is paid by all the mills. Two of these pay it to all their workers while others pay it to workers in certain departments only. Usually, the amount of the bonus is Re. 1-0-0 per month for persons who attend throughout the wage period. In five of the units the system is to pay a bonus of as. 0-4-0 per month to those who are not absent for more than 2 days in the wage period and to pay no bonus for absence in excess of 2 days. On

the other hand, in two mills the system is to pay nothing to those who are not present throughout the wage period.

For the year 1943 all the mills in Indore paid as profit bonus, one fourth of the aggregate basic earnings of the workers. Except those who were dismissed for misconduct every one else was entitled to the bonus.

The wage period in all the mills is the Calendar month and wages are usually paid before the 10th of the succeeding month.

Sunday is generally observed as a holiday except when there is some other holiday in the week.

There is no provision in any of the mills for granting leave with pay. Leave is, however, granted to workers without pay as and when they need it. There are no rules on the subject.

Housing.

Except for one mill which employs over 6,000 workers, no other mill has provided any housing for its workers. The mill which has provided housing has 127 quarters with accommodation for about 400 workers. Some of these quarters have a room 10 ft. × 8 ft., a kitchen and a verandah and the rent charged is Rs. 5 per month. Most of the other quarters are rented at about Rs. 3 per month. These contain only a room and a verandah. The rents charged by the mills for these quarters are not appreciably lower than those which have to be paid for private housing. Water has to be obtained from wells and the sanitary arrangements are none too good. These quarters are about one furlong from the mills.

Welfare activities.

All the mills have dispensaries with qualified doctors in charge. Except for the dispensary maintained by one of the mills, the others are not particularly well equipped nor is there an adequate supply of medicines, drugs, etc. One of these mills runs a well equipped maternity hospital. Although preference is given in this hospital to relatives of employees, it is open to all the working class persons in Indore. Food, clothing and medicine are given free to the inmates. There are about 22 beds in this hospital.

Four out of the seven mills maintain crèches but it is understood that the response on the part of the workers is very poor. This may be due to caste prejudice.

All the mills maintain tea canteens which are run by contractors. The rates to be charged at these are fixed by the employers. Except for one mill, no provision has been made for a dining shed.

Four of the mills maintain grain shops where food grains are sold at cost price.

Co-operative societies.—Five of the seven mills have opened co-operative societies for the benefit of their employees. They give loans to the workers and savings accounts can also be opened in them. Though the membership of the societies is not compulsory, they have received a very good response.

Provision for future.—None of the mills has made any provision for the future of its employees. There is no provident fund scheme in any of the mills and gratuity, if given, is not paid according to any fixed rules.

Trade Unions and Strikes.—There are two trade unions of textile workers in Indore, both of which claim a large membership. The older of the two unions is the Indore Textile Labour Association which claims a membership

of about 6,000 workers. It is a registered union but is not recognised by the employers although it is understood that its representatives are listened to with respect by them.

Although there has been no industrial unrest on a large scale in Indore since 1941, there were three strikes. The first strike was in connection with the grant of dearness allowance and ended in favour of the workers ; the second related to dearness allowance and wages and also ended in favour of the workers. The last general strike was in the year 1943 on the bonus issue. As a result, the workers were successful in getting bonus equivalent to 2½ months' basic wages.

CHAPTER X.—BARODA.

INTRODUCTORY.

The State of Baroda is of considerable importance both as a cotton growing and cotton manufacturing centre. The first cotton mill in the State was started in Baroda City in 1892 mainly through the efforts of the Government. The industry has grown considerably during the last few years. While in the year 1928-29 there were 11 cotton mills in the State, during the year 1942-43, there were as many as 18 cotton mills with over 3 lakhs of spindles and nearly 7,000 looms. The average daily number of persons employed being about 24,000. The total amount of capital invested in the industry in the State is over five crores of rupees.

Eight out of the 18 mills are in the district of Baroda, 3 in Navasari and 7 in Mehsana. For purposes of this survey, only the four mills situated in Baroda City have been considered. These employed in January 1944, 7,728 persons, of whom 7,215 were males and 513 females.

Employment.

In the mills in Baroda City there is no special system of recruitment. Temporary workers are usually recruited through Jobbers and Mukadams. The permanent workers are either appointed by the Manager or the Secretary of the Mills. Nearly one third of the workers are employed on a temporary basis.

The industry does not depend much on outside sources for its labour force. It is understood that over 75 per cent. of the workers belong to the City proper. About 10 to 15 per cent. come from outside with a view to making Baroda their permanent home and only the remaining come from surrounding villages.

No reliable statistics are available regarding absenteeism and labour turnover although in the case of one unit where such figures were available, it was found that absenteeism was of the order of about 7 per cent.

Working conditions.

Hours of work and shifts.—Working conditions inside the mills cannot be regarded as very satisfactory. Departments of the mills are not too well lighted and the lay-out of the machinery is such that there is not much moving space for the workers inside the departments. The provision for the supply of water is adequate but the number of latrines and urinals is insufficient. Nor are these kept in a very sanitary condition. Two of the units have provided *kutcha* dining sheds.

All the four units were working two shifts at the time of the enquiry. Curiously enough, the hours of work on the night shift were longer than on the day shift being 10 and 9 respectively. The actual hours of work of a worker on the day shift are usually from 8 a.m. to 6 p.m. and on the night shift from 7 p.m. to 6 a.m. with an interval of one hour for rest.

Wages and earnings.

A wage census on a sample basis relating to the month of March 1944 was conducted in all the units in Baroda in selected important occupations. As, however, the mills were working 9 hours during the day and 10 hours during the night, the figures had to be tabulated separately for the two shifts. It is seen that as between unit and unit there are slight differences in the basic wages. One of the units pays a definitely higher wage than the other three units in almost all occupations. It is understood that the reason for this is that the mill adopted the scale prevailing in the Ahmedabad industry because of its business connections with that centre.

Appendix XXVII contains information regarding wages and earnings in selected occupations in the industry in Baroda city. It will be seen that among process operatives, the highest paid occupation is of two loom weavers, the average basic wage of these being Rs. 1-6-10 per day and the average net earnings being Rs. 3-5-7 per day. The average basic wage of a Mule spinner comes to 0-14-0 per day, their average earnings being 2-13-1 per day. Ring Doffers get an average daily wage of 0-7-5 per day, their average daily earnings being 2-6-5, the daily basic wage and daily average earnings of Frame Doffers being almost the same. The average daily basic wage of Tenters varies from as. 0-12-8 to as. 0-15-5, their average daily earnings varying from Rs. 2-12-3 to Rs. 2-14-8. Female Grey Winders earn from their basic wages 0-7-8 per day, their average daily earnings being Rs. 2-6-8. On the other hand, female colour winders earn about 0-11-2 per day from their basic wage rates, their average daily earnings being Rs. 2-9-2. The average daily basic wage as also the average earnings of female reelers is about the same as of female Grey Winders. The basic daily wage rate of coolies is about 0-10-0, their average daily earnings being Rs. 2-8-7.

The tables in appendices XXVIII(a) & (b) contain the frequencies of wages and earnings in selected occupations in the four units covered by the Wage Census in Baroda.

It will be seen from the summary table given below that no worker earns a basic wage under as. 4 per day, 19.24 per cent. earn between as. 4 to as. 8, 14.40 per cent. between as. 8 to as. 12, 22.28 per cent. between as. 12 to Re. 1, 3.87 per cent. between Re. 1 to Rs. 1-4-0 and 40.21 per cent. between Rs. 1-4-0 and 1-12-0. Among those earning less than as. 8 per day are all doffers and a large proportion of winders and reelers. In the wage group as. 12 to Re. 1 are to be found the bulk of the Mule spinners and Tenters. There are no weavers earning from their basic wage rates less than Rs. 1-4-0 per day and the group 1-4-0 to 1-12-0 comprises predominantly of weavers only.

As regards earnings which consist of basic wages, dearness allowance and bonuses other than the profit bonus, it is seen that not a single worker earns less than Rs. 2-4-0 per day. The percentage of those earning between Rs. 2-4-0 and Rs. 2-8-0 is 22.92, of those earning between Rs. 2-8-0 and 2-12-0 is 11·21 per cent. of those between 2-12-0 and under Rs. 3 is 23·54, while as many as 42.33 per cent. of the total are in the earning group Rs. 3 and over. The latter are all weavers.

TABLE LII.

Summary frequency table showing percentage of workers in different income groups.

Total no. of workers (5,485).

Income groups.	Percentage to total.	
	Basic wages.	Net earnings.
Under As. 4	..	..
As. 4 and under As. 8	19·24	..
As. 8 and under As. 12..	14·40	..
As. 12 and under Re. 1	22·28	..
Re. 1 and under Rs. 1/4	3·87	..
Rs. 1/4 and under Rs. 1/8	26·72	..
Rs. 1/8 and under Rs. 1/12	13·49	..
Rs. 1/12 and under Rs. 2	..	..
Rs. 2 and under Rs. 2/4	..	..
Rs. 2/4 and under Rs. 2/8	..	22·92
Rs. 2/8 and under Rs. 2/12	..	11·21
Rs. 2/12 and under Rs. 3	..	23·54
Rs. 3 and over	..	42·33
Total ..	100·0	100.0

There has been no change in the basic wage structure in the industry as compared to the pre-war period.

Dearness allowance.—Dearness allowance is being paid by the Baroda mills since September 1940. At first, the rate of the allowance was Re. 1 p.m. Since 1942, however, according to the decision arrived at by the Millowners' Association in Baroda City, dearness allowance is being paid on a uniform basis to the employees, the rate of the allowance being fixed at 75 per cent. of the dearness allowance paid by the Ahmedabad Millowners' Association to the employees of their member mills. Thus, the rate of dearness allowance varies from month to month according to the variations in the Ahmedabad rate. The highest amount paid was Rs. 57-12-6 for December 1943 while in June 1944 the allowance amounted to Rs. 44-15-9 per month.

War and other bonuses.—The workers in the Baroda mills get an annual war bonus. It is paid at a certain percentage of the basic wages earned by a worker during a particular year. The percentage was 25 in 1943 and 33 in 1942.

Other bonuses.—Some mills pay an attendance bonus of Re. 1 for attendance on all days and also a production bonus to efficient tenters of the Framing department only. In one mill, a bonus called "Less Damage Bonus" is being paid.

Wage periods.—There are different wage periods for piece and time workers in the Baroda mills. Piece rate workers are paid on a "hapta" basis, two *haptas* constituting a calendar month. Thus, they receive payment twice a month, the dates of payment usually being the 9th and 24th of the month. Time rate workers receive their wages only once in a month usually on the 9th or 10th of the month.

Housing.

Three of the mills have provided housing accommodation for about 1|10 of their workers and the rent charged per tenement varies from as. 12 to Rs. 3 per month. Most of these are single roomed tenements, the dimension of

the rooms varying from 10 ft. × 6 ft. to 22 ft. × 7 ft. On an average there are four to five persons per tenement. Most of these are single storeyed with tin roofing which makes them very uncomfortable especially during summer months. Some of these structures have hardly any plinth. Usually common taps are provided for the supply of water. There are complaints about the inadequacy of sanitary arrangements. In one mill, the majority of the tenements provided are only of *kutcha* structure.

Those not living in employers' houses live in tenements owned by private landlords. These also are mostly single roomed tenements, the average size being 8 ft. × 8 ft. and the rental varying from Rs. 2 to Rs. 2-8-0 p.m. In some cases, the workers have to depend on the Municipal water taps on the streets.

Workers belonging to a particular community called the Rana community stay in their own houses. These are *kutcha* structures. They are located at considerable distances from the mills. On the whole, the housing condition of the workers in Baroda appears to be unsatisfactory.

Welfare work.

Little is being done by way of welfare work. Tea canteens are maintained by some of the units but these are on a profit making basis. Only two units have made provision for medical aid by employing a part-time medical practitioner and full time compounders. Two of the mills maintain a crèche but, for want of proper accommodation, supervision, etc. little advantage is being taken of these by the workers. As compulsory education is in force in Baroda, the mills have no arrangements for the education of the workers' children.

There is no system of granting holidays with pay. None of the mills employs a Labour Officer. No schemes have been instituted either for a Provident Fund or for the payment of a gratuity.

It is reported that a large number of workers are in debt. The main causes of indebtedness are : marriages, festivals, etc. The workers have to pay interest at a heavy rate which, it is stated, varies from 75 per cent. to 200 per cent. As a result, however, of the increased remunerations of the workers during the last two or three years, it is reported that, some of them have been in a position to repay part of their old debts. In this connection, a somewhat novel scheme for encouraging thrift which the State has recently launched requires special notice. Briefly, the scheme is to launch a co-operative society for the workers and compel them to put into the Society a certain proportion of their basic wages and dearness allowance. A copy of the scheme which has kindly been furnished to the Committee by the state authorities will be found in Appendix XXIX. Loans can be obtained from these societies to the extent of five times the basic wage. The Baroda Government have legalized these compulsory deductions under Sections 7(2)(J) and 14 of the Payment of Wages Act.

CHAPTER XI.—MYSORE STATE.

Mysore State is an important Centre of Cotton Mill industry in India with about 1,75,000 spindles and 3,000 power looms. The capital employed in the industry is estimated at over 93 lakhs of rupees.

The development of the industry in the State dates back to the year 1884, when a first Cotton Mill was set up in Bangalore. Since then the in-

dustry has steadily developed under active Government assistance. The following extract from the " Industrial Development of Mysore " will be of interest :

" There has been an unparalleled development of the industry in Mysore during the past 25 years ..... In 1913-14 the output of the mills in Mysore was 4.6 million yards and it increased to 12.3 million yards by 1922-23. From 12.3 million yards in 1922-23 the output increased to 37.6 million yards in 1935-36 ".*

The important centres of the industry in the State are Bangalore, Mysore and Davangere. The largest number of establishments are in Bangalore, which is an important distributing centre.

The following table** shows the distribution of the cotton mills and the number of workers employed in them in 1943 :—

TABLE LIII.

Centre.	Cotton spinning & weaving mills.		Cotton spinning mills.		Cotton weaving Factories.		Total	
	No. of mills	No. of persons employed	No. of mills	No. of persons employed	No. of Factories	No. of persons employed	No. of mills	No. of workers
Bangalore	4	12,322	..	..	19	1,142	22	13,464
Mysore	1	2,238	..	..	17	306	18	2,544
Davangere	..	..	1	1,030	1	90	2	1,120
					Grand Total ..		42	17,128

Most of these are, however, units of a small size the biggest cotton mills in the State being the following five (of which 3 are in Bangalore) which account for about 68 per cent. of the total number of persons employed in the industry :—

(1) The Bangalore Woollen, Cotton and Silk Mills Co. Ltd., Bangalore.
(2) The Mysore Spinning and Manufacturing Co. Ltd., Bangalore.
(3) The Minerva Mills Ltd., Bangalore.
(4) Sri Krishnarajendra Mills Ltd., Mysore.
(5) Davangere Cotton Mills Ltd., Davangere.

Among the other units two or three employ 300 to 700 persons and the rest 100 persons and below.

Scope of the Enquiry.—For purposes of the present survey, 3 large and 3 small units in Bangalore and one large unit in Mysore and the one at Davangere have been covered. Labour conditions in the mills surveyed in these centres are dealt with separately in the following sections.

Wage census.—A Wage Census on a sample basis for January 1944 was conducted in the 8 mills in the centres shown below. The number of persons

* Page 99.

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employed in these units was about 19,500. The results of the census have been discussed in the appropriate sections of this report.

	No. of mills.	No. of workers employed at the time of Census.
Bangalore	6	16,587
Mysore	1	2,209
Davangere	1	751
Total ..	8	19,538

A.—BANGALORE.

Employment.

There are at present working in Bangalore 22 cotton mills, 3 of which are cotton spinning and weaving mills and the rest cotton weaving factories only. One is a mixed concern manufacturing also woollen and silk goods. At the date of the enquiry (May 1944) the total number of persons employed by these concerns was about 13,000. Three of these concerns *viz.*, the Bangalore Woollen, Cotton and Silk Mills, Co., Ltd., the Minerva Mills Ltd., and the Mysore Spinning and Manufacturing Co. Ltd. are very big units employing about 8,000, 2,800 and 2,400 persons respectively. It would appear that employment in the cotton mills at Bangalore has gone up considerably since the War, having risen by about 70 per cent. One of the concerns which has supplied figures on the subject has reported that the volume of employment in the concern increased by about cent. per cent. since January 1939. Except for about 10 per cent. of female labour, the rest is all male labour. Children are not employed in the mills.

The Labour employed in the Bangalore cotton mills is mostly drawn from the neighbouring villages, and from the neighbouring Tamil districts of the Madras Presidency. A certain proportion of the workers has, however, now settled down in Bangalore.

In the smaller units of the industry recruitment is made directly by the management through maistries and jobbers. In the largest unit, however, they have a regular agency for recruitment and selection of workers which in the words of the management is as follows :—

> " The Welfare Superintendent receives and registers applications, sends for and interviews applicants and directs them to departments as vacancies arise. The Manager appoints the applicant after he has been tested for suitability by the Department and certified as medically fit by the mill doctor. This system was adopted to avoid jobbers, clerks and lower-paid staff having anything to do with recruitment and the possible temptations for corruption. It establishes personal contact between the Welfare Superintendent and the new employee from his entrance into the mill and gives the departmental Master a say in the selection of the man to work under him, while the Manager remains the ultimate party for appointing or rejecting an applicant ".

Another large unit in Bangalore has a similar system though not so elaborate Here recruitment is made by the Labour Officer. Preference is shown to relatives of employees, especially those who are senior in service. Here also new recruits are medically tested prior to selection.

Absenteeism and turnover.—Except for the three large units, no detailed information regarding absenteeism is available. It would, however, appear from the figures supplied by these concerns that absenteeism due to all causes was 7.9 per cent. in 1938 and was 10.4 per cent. in 1943 in one concern while in the other two large units, it varied from 7.1 per cent. to 12.1 per cent. in 1939 and from 7.1 per cent. to 15.2 per cent. in 1943. The percentage of absenteeism is higher in the smaller units surveyed, being of the order of 15 to 25. Owing to the method of recruitment followed by the largest concern which has also a regular system of a leave reserve, absence without leave in this concern is almost negligible being of the order of about 2 per cent. only. It is reported that there is more absenteeism on night shifts than on day shifts, during the marriage season and after pay days.

From the figures supplied by the biggest concern it would also appear that the turnover of labour is extremely small in the biggest unit. Among the permanent workers 11.9 per cent. had served for less than five years, 21.3 per cent. between 5 and 10 years, 27.4 per cent. between 10 to 17 years and 39.4 per cent. over 17 years. The labour turnover in the two other units that have furnished information is of the order of about 10 per cent.

Working Conditions.

Ventilation and lighting inside the mills are generally satisfactory. Drinking water is supplied by taps connected with Municipal mains. The largest unit has provided a " Chatram " for workers to take food and rest during the rest interval. The other units have not provided either a dining shed or a rest shelter.

Two units have a common Labour Officer to look into workers' grievances and welfare. The largest unit has no Labour Officer but has appointed a Welfare Superintendent who, in the words of the management, " is empowered to make any enquiries into any subject in the mill ".

Workers' grievances and all matters affecting their welfare and working conditions are discussed at the monthly meetings of each departmental Welfare Committee. while subjects arising out of these meetings which affect the mill as a whole are discussed by the Central Welfare Committee, of which the Director of the Managing Committee is the Chairman.

The other units surveyed have neither Labour Officers nor Welfare Officers.

Hours of Work and Shifts.—Four of the mills work multiple shifts, while the other two have one straight shift only. The duration of a shift is normally one of 9 hours. Where more than one shift is worked there is a system of weekly change-over.

The relations between the employers and employees in the mills surveyed are governed by the " Standing Orders " settled under the Mysore Labour Act 1942.

Sunday is generally an " off day " in all the mills.

Wages and Earnings.—The basic wage rates in the mills surveyed have gone up, as compared to the pre-war period by ½ an anna to 1½ annas. In the largest unit, however, a basic wage Scheme was introduced with effect from 1st January 1943. The Wages schedule of this unit up to the end of December 1942, provided for a minimum and maximum rate of wages for each occupation, but without any system of increment from the minimum to the maximum. Under the new scheme, a ' Basic Wages List ' was introduced, which will be found in Appendix XXX.

The essential features of the scheme are the same as those of the Buckingham and Carnatic Mills which have been referred to already.

A Wage Census was conducted on a sample basis in all the six units of the industry in Bangalore for the month of January 1944. In the smaller units wages are very much lower than those prevailing in the big units and for purposes of discussion, the results yielded by the census relating to these three units are, therefore, being discussed.

Even among the three large units, two of which are under the same management, considerable variations in the different occupations are to be found. In regard to tenters while the basic wage is more or less the same, for different categories of tenters except roving tenters, the average basic wage of roving tenters seems to vary from as. 0-10-3 to as. 0-12-1. In regard to doffers on time-rates while there is no variation so far as Ring doffers are concerned, there is almost a cent. per cent. variation in the case of roving doffers and the average basic wage seems to vary from as. 0-4-2 to as. 0-8-10. The most marked differences are, however, to be found in the case of two-loom weavers whose average basic wage varies from as. 0-13-8 in one mill to Rs. 1-7-2 in the largest unit.

Table in appendix XXXI gives the weighted averages of daily basic wages and earnings in the three large units of the industry in Bangalore. The average basic wage of tenters varies from as. 0-10-7 in the case of drawing tenters to as. 0-13-11 in the case of slubbing tenters and the average earning varies from Rs. 1-4-1 to Rs. 1-6-1. There is considerable variation in the average basic wages and earnings of doffers, the basic wage varies from as. 0-4-4 in the case of ring doffers to as. 0-8-0 in the case of throstle doffers the variation in the average daily earning being from as. 0-12-11 to Rs. 1-2-4. The average basic wage of a full sider is as. 0-9-7 and of 1/3 sider as. 0-4-11 only, the corresponding average earnings being Rs. 1-3-1 and 0-14-11 only. Reelers earn a basic wage of as 0-5-4 per day, their average daily earning being as. 0-15-2. There are considerable variations in the average basic wages of different types of winders, the extremes being as. 0-3-10 per day and as. 0-15-10 as in the case of pirn winders. In the largest unit there are no single-loom weavers. Two-loom weavers earn a basic average wage of Rs. 1-0-9 and their average daily earning is Rs. 1-11-3.

The following summary table shows at a glance the position regarding basic wages and earnings :—

TABLE LIV.

Basic wages.		Net earnings.	
Wage groups.	%age to total.	Wage groups.	%age to total.
Under As. 6	17·58	Under As. 8	Nil
As. 6 and under As. 10	32·24	As. 8 to As. 12	6·52
As. 10 and under As. 14	24·37	As. 12 to Re. 1	13·68
As. 14 and under Rs. 1/2 ..	14·16	Re. 1 to Rs. 1/4	30·16
Over Rs. 1/2	11·65	Rs. 1/4 to Rs. 1/8	16·34
		Rs. 1/8 to Rs. 1/12	20·84
		Over Rs. 1/12	12·46
Total ..	100·00	Total ..	100·00

It will be seen from the above table that so far as basic wages are concerned, 17.58 per cent. of the workers have a basic wage of less than as. 6 per day. These are mostly ring doffers and 1|3 siders. 32.24 per cent. of the workers are to be found in the basic wage category as. 6 and under as. 10. These categories include almost all universal and grey winders, reelers and coolies. Nearly a quarter of the total operatives are to be found in the wage categories as. 10 to as. 14. These include most of the single-loom weavers and a large proportion of two-loom weavers. All roving, inter and drawing tenters and also the majority of slubbing tenters are in the wage categories as. 14 to Rs. 1-2-0 and 14.16 per cent. of the operatives are to be found in this category. These also include all pirn winders and nearly ½ of the two loom weavers. No worker has a basic wage exceeding Re. 1-12-0. 11.65 per cent. of the workers are to be found in the wage categories between Rs. 1-2-0 and Rs. 1-12-0. These include all three loom weavers, most of the six loom weavers and a few others.

So far as net earnings are concerned, it is seen that no worker earns less than as. 8 per day. About 20.20 per cent. of the workers earn between as. 8 to Re. 1, 30.16 per cent. earn Re. 1 to Rs. 1-4-0, 37.18 per cent. earn between Rs. 1-4-0 to Rs. 1-12-0 and 12.46 per cent. earn between Rs. 1-12-0 and Rs. 2-4-0 per day.

Dearness Allowance.—At the time of the enquiry only four out of the 6 units in Bangalore were paying dearness allowance which was linked up with the official cost of living index number published by the Mysore Government. The following is the scale of the allowance :—

For rise in the index no. up to 108 points the monthly dearness allowance was 1-8-0.
For rise in the index no. from 109 to 145 points the monthly dearness allowance was 0-4-0 per point of rise.
For rise in the index no. from 146 to 161 points the monthly dearness allowance was 0-3-0 per point of rise.
For rise in the index no. 162 to 176 points the monthly dearness allowance was 0-2-0 per point of rise.
For rise in the index no. from 177 points and onwards the monthly dearness allowance was 0-1-6 per point of rise.

There is only a slight variation in the rate of the allowance paid between the three large units. In the month of July 1945 the Bangalore cost of living index number stood at 199 and the rate of the allowance according to the above scale therefore worked out to Rs. 19-10-6 per month. The smaller units pay about only half the dearness allowance paid by the three larger units.

The large units in Bangalore have a system of granting an allowance at the rate of one or two annas per day to night shift workers. Night shift workers are also supplied with a free cup of tea.

Bonus.—In the largest unit of the industry, a half-yearly bonus was paid to all permanent employees at the rate of the declared dividend which, for 1943 was 15 per cent. of their earnings excluding allowances during the half year. The bonus given to temporary workers amounted to as. 2-3 per rupee of their total earnings. All permanent and temporary workers with six months' service are also paid a War Savings Bonus (Defence Savings Certificate) at the rate of five per cent. each on their earnings and the amount is credited to their account in the Post Office Savings Bank. This unit also gives certain prizes for good attendance. Perfect Attendance Prizes are given at the rate of Rs. 2-14-6 at the end of the half year to all permanent workers with regular attendance during the half year. An extra prize of Rs. 4 and a certificate are also given to a worker winning three consecutive prizes.

In the other two large units half yearly bonus is paid only to all permanent workers at 10 per cent. of the actual earned wages during the six months to which the bonus relates. A war bonus equivalent to 1|12 of the earned

wages was paid by the concerns during the years 1942, 1943 and at the rate of 1|8 of the actual wages during 1944.

The smaller units have not been paying any bonus.

In the large units of the industry the wage period is an English calendar month but, in the smaller concerns, it is either a week or fortnight.

Although fines are imposed, they are not excessive in the larger units of the industry. There are complaints that in the smaller units heavy fines are imposed. In the largest unit of the industry the amount of fines is credited to the fund for workers' housing while in the other two it is utilized for meeting the expenses of the dispensary.

Standard of Living.

In the year 1935, under the auspices of the University of Mysore two students conducted an enquiry into the labour, housing conditions, etc., of labourers in the Bangalore City. In the course of the enquiry 230 budgets were collected. According to the results of this investigation, it is seen that the average income of the family was then Rs. 19-15-6 per month and the average expenditure Rs. 19-5-6 per month. Of the total number of budgets collected during the enquiry, 40 per cent. related to cotton mill workers.

Housing.

All the cotton mills in Bangalore supply housing to a small proportion of their workers. In the case of two units, however, housing is supplied only to workers in essential departments such as Watch and Ward, the Mechanical Section, etc. One of the bigger units supplies land, free of rent, to the workers for building huts, while another large unit which has built about 300 houses in the mill village called the Binnypet, for its permanent operatives, houses about 12.2 per cent. of its permanent labour force. This unit has a housing scheme of its own and has reserved 44 acres of land for the construction of about 900 houses. At present it has built about 313 houses only. It has three types of housing, each containing at least a living room, a kitchen and a courtyard, while the better types contain more than two living rooms, a kitchen, backyard and flush-out latrines. The size of the rooms is 6′ 4½″ × 9′ 9″ and of the hall 5′ 7½″ × 9′ 9″. The buildings are constructed of bricks with mangalore-tiled roofing and *kutcha* flooring. Each room is provided with a window and the hall with a ventilator. Water taps are provided at the corner of each block on the basis of one tap for every 15 quarters. The houses are not supplied with electric lights but street lighting is provided. The rent charged varies from Rs. 1-4-0 a month to Rs. 2-0-0 a month.

The majority of the cotton mill workers in Bangalore live in huts erected either by themselves or by the Municipality. The land on which the huts are constructed usually belongs to the mills, the Municipality or to private parties. Conditions of life in the huts are none too satisfactory.

One of the relatively small units situated about 7 miles from Bangalore and employing about 700 workers has also provided housing to about 200 workers. The number of houses built is 216. They are fairly *pucca* structures with mangalore-tile roofing. One hundred and sixty six (166) are one-room tenements with a partition in each room and a back yard and the rest two room houses. The rent charged is Re. 1 to Rs. 1-4-0 per month, respectively. No lighting and water arrangements have been made. Water is supplied from wells built closely.

Workers belonging to depressed classes are given land and building materials for putting up huts. There are 32 such huts. No rent is charged.

It may also be mentioned in this connection that workers living in houses provided by the Bangalore Cotton Mills are encouraged to raise and maintain regetable gardens.

During the 40 years between 1891 and 1932 the area of Bangalore City increased by 47 per cent., while the population increased by 115 per cent.

The other mills have not supplied housing to workers. In regard to the housing of working class generally, the following extract is of interest :—

" Nearly 55 per cent. of the total population is concentrated in one fourth of the total area which corresponds to the industrial regions and the balance of 45 per cent. is spread over the remaining three fourths of the area of the city. The working classes in Bangalore live in huts constructed of mud walls and thatched roofs. There are 2,442 such huts mainly concentrated in the vicinity of the cotton mills. Applying the standard of overcrowding adopted by the Bombay Municipal Act, the Investigators have estimated that nearly 22 per cent. of the families dwelling in huts are living under conditions of overcrowding. The tenement houses are also a common feature of the congested areas of the city .....

It is reckoned that nearly 53 per cent. of the families occupying tenement houses live under conditions of over-crowding."*

The housing conditions in the employers' quarters can be regarded as fairly satisfactory but of those living in huts require immediate and radical improvement.

Welfare activities.

Except for the largest unit, cotton mills in Bangalore are not carrying out welfare activities on any considerable scale. It is, however, understood that the second large unit in Bangalore has now under consideration a comprehensive scheme of welfare work. The largest unit referred to has a well thought-out scheme of welfare work which includes the following :—

(a) Free supply of tea, coffee and bread to its workers.

(b) Provision of a theatre for the entertainment of its employees ;

(c) Provision of playgrounds and other facilities for exercise and recreation ;

(d) Provision of educational facilities such a Primary and Nursery School, night classes for adult workers, etc. The percentage of literacy among the employees of this mill is very high, being about 63 per cent. of the total. Nearly 14 per cent. of the workers are literate in English as well.

(e) The mill has a well-equipped dispensary which gives free medical aid and advice. About 9,000 to 10,000 cases are treated per month. The medical staff consists of one full-time and three part-time doctors. It also runs a Maternity and Child Welfare Centre in the residential area of the workers where women workers and the wives of workmen are given pre-natal and post-natal advice and attention. There is a clinic in the Mill, Village Colony which is staffed by two Lady Health Visitors. They look after the health of the workers' families.

The other units have made provision for the supply of cheap grain, cloth, etc., and one of the large units also maintains a dispensary.

* Industrial Development of Mysore by Dr. R. Balakrishna, p. 276.

Provident Fund.—Only one of the five mills has a Registered Provident Fund for all its employees. It was instituted in 1941. All permanent workmen are entitled to be members of this fund and contribute 7½ per cent. of their wages per month. The employers contribute an equal amount. The number of employees covered is 390 only.

This mill has also a Gratuity Scheme, which was introduced in 1907. The number of workers covered by the scheme is 2,737. The qualifying period for being entitled to gratuity is 10 years and the amount of gratuity payable is 5 per cent. of the wages for 10 years' service and at 7½ per cent. of wages for every year of satisfactory service over 10 years. The company propose to substitute the existing Gratuity fund eventually by the Provident Fund.

The biggest unit has also instituted a Savings Fund to promote thrift among the workers and to make provision for emergencies. Interest is allowed on such deposits. The number of depositors in the Fund is about 1,000.

Apart from the welfare work being done by the mills the Department of Labour of the Mysore Government has started two Labour Welfare Centres in thick working class areas in Bangalore City. The centres are equipped with Reading Rooms, Libraries and indoor games. In one of the centres a physical culture section has also been organised. Arrangements have also been made for adult literacy class, weekly bhajanas and magic lantern lectures. The daily attendance at each centre is about 300 to 500.

Trade Unions.

All the cotton mills surveyed have Labour Associations registered under the Mysore Labour Act, 1942, and recognised by the Managements. These unions appear to be functioning effectively.

Labour Legislation.—The Cotton Mills surveyed are subject to the following Acts :—

(1) The Mysore Labour Act, 1942.
(2) The Mysore Factories Act, 1936.
(3) The Mysore Maternity Benefit Act, 1937.
(4) The Mysore Workmen's Compensation Act, 1928.

The administration of these Acts is entrusted to the officers of the Department of Labour and the Factory Inspectorate. The proceedings under the Workmen's Compensation Act are conducted by the Deputy Commissioners of the districts who are the Commissioners for purpose of this Act.

B.—MYSORE AND DAVANGERE.

Next to Bangalore, the other important centres of the Cotton mill industry in the State are Mysore City and Davangere in Chitaldrug district. The mill in Mysore is a cotton Spinning and Weaving mill equipped with about 24,360 spindles and 235 looms, while the mill in the other centre (Davangere) is a Cotton Spinning mill with about 12,000 spindles. Both the mills are owned and run by two separate Joint-Stock Companies.

Employment.

The total number of workers employed by the above two mills, at the time of the survey, was about 3,900, (2,800 in the mill at Mysore and 1,100 in the Davangere mill) about 20 per cent. of whom were women. There is little or no employment of children. As compared to the pre-war period, employment in these mills has gone up by about 56 per cent.

Recruitment of workers in both the mills is made directly by the officers of the mill. In the unit at Mysore preliminary selection is made by the Labour Officer and the final engagement by the General Manager in consultation with the Heads of the departments concerned. In the other mill, recruitment is made at the gates by the Spinning Master. The persons selected are given training for a period of about six months, and then made permanent.

The percentage of absenteeism in these mills varies from 15 to 25, common causes being sickness, religious and social functions. In the case of the Mysore mill which is situated at a distance of about three miles from the city, workers living in the city find it difficult to attend in time and this also is one of the causes of absenteeism.

Working Conditions.

Hours of Work and Shifts.—These mills are subject to the Mysore Factories Act, 1936. Ventilation and lighting inside the departments of these mills would appear to require considerable improvement.

Two shifts of 9 hours each (one day and the other night) with a spread-over of 10 hours are worked in the Mill at Mysore, while in the mill at Davangere, a straight shift of 9 hours in the general department and multiple shifts with a spread-over of 13 hours, in the process departments are worked.

Sunday is an ' off ' day for workers in these mills.

There is a Labour Officer in the Mill at Mysore to enquire into workers' grievances. He is also in charge of recruitment. The representatives of the workers, however, seemed to have little or no confidence in him and regarded him as essentially an employers' agent. The mill at Davangere has no Labour Officer and the manager assisted by the departmental Heads enquires into the grievances of the workers.

Both the mills have Standing Orders for operatives settled under the Mysore Labour Act, 1942.

There is a dining shed in the mill at Mysore which at the time of the enquiry, was being used as godowns and the workers had to rest and eat in the open. No proper arrangements exist in the other mill for rest and shelter.

Wages and Earnings.

The wage rates have been increased by 1 to 2 annas since 1939 in the unit at Mysore, while, in the other, the increase is of the order of 16 per cent. The former has a schedule of wage rates for each occupation providing for a minimum and a maximum. This is printed as Appendix XXXII.

A wage Census was conducted in both the mills on a sample basis and the tables in Appendices XXXIII (a) & (b) contain data regarding wages and earnings for important selected occupations separately for the Mysore and Davangere Mills.

As will be seen from the tables, the average basic wage of tenters, in the Mill at Mysore, is between as. 11 to as. 13. The average basic wage of half-siders is only as. 0-5-8 and of full-siders as. 0-7-9. Spinning and Roving Doffers average about as. 5 per day. The average basic wage of female reelers is as low as as. 0-4-4 per day. Female winders average about as. 6 per day while male winders average as 0-6-7 per day. The average wage of two-loom weavers is as. 0-14-6 being as. 0-11-4 in the case of a one-loom weaver. Considerable number of workers in this mill are designated as coolies and these average as. 8 per day only.

The rate of dearness allowance in this mill is about Rs. 12-8-0 per month, which in the case of certain occupations works out to a daily rate equivalent to the basic wage. The average daily earnings are, therefore, not as low as the basic rates. For instance, the average earning per day of a full-sider is Rs. 1-0-7 and a half-sider as. 0-14-6, of spinning and roving doffers about as. 14, of women reelers as. 0-12-4 and of winders as. 14, of two-loom weavers Rs. 1-6-6 and of one-loom weavers Rs. 1-2-10. Coolies make about a rupee per day.

The basic wage level at Davangere which is somewhat in the interior, is lower than the one prevailing in the mill at Mysore. For instance, drawing and slubbing tenters have an average basic wage of about as. 8 per day, spinning doffers of as. 0-4-6 per day, full-siders of as. 0-8-10 per day, half-siders of as. 0-5-1 per day. It should also be stated here that while during the census period, the number of hours per shift in the case of the Mysore Mill were 7½, in the case of Davangere mill they were 9. The following summary table shows at a glance the position regarding basic wages and earnings in the case of these two units for certain selected occupations.

TABLE LV.

Occupation.	Mysore.		Davangere	
	Basic Wage Rs. A. P.	Net earnings Rs. A. P.	Basic Wage Rs. A. P.	Net earnings Rs. A. P.
Drawing tenters	..	..	0 7 11	0 12 6
Slubbing tenters	0 12 11	1 5 2	0 8 2	0 12 8
Intermediate tenters	0 10 11	1 3 2	0 11 2	0 15 8
Roving tenters	..	..	0 9 8	0 14 2
Roving Doffers	0 5 1	0 14 1	0 6 2	0 9 6
Spinning Doffers	0 5 0	0 13 6	0 4 6	0 6 6
Full Siders	0 7 9	1 0 7	0 8 10	0 13 0
Three Quarter Siders	..	..	0 6 6	0 9 8
Half-siders	0 5 8	0 14 6	0 5 1	0 8 1
Reelers. (M)	0 6 11	0 14 10	..	..
(F)	0 4 4	0 12 4	0 5 3	0 7 3
Winder. (M)	0 6 7	0 14 7	..	..
(F)	0 6 0	0 14 0	..	..
Weavers, Single-Loom	0 11 4	1 2 10	..	..
Weavers, Two-Loom	0 14 6	1 6 6	..	..
Weavers, Three-Loom	1 7 11	2 0 0	..	..
Coolies (M)	0 8 0	1 0 3	0 7 7	0 10 7
(F)	0 6 0	0 13 11	..	..

Dearness allowance.—The unit at Mysore pays dearness allowance on the basis of the official Cost of Living Index figures for Bangalore City, the scale being as follows :—

Rs. 1-2-0 p.m. when the Cost of Living Index is 108 points.

Re. 0-2-3 per point above 108 points.

During July 1945 the Bangalore Cost of Living Index Number was 199 and the Dearness Allowance came to about As. 8 per day. The other unit pays dearness allowance at 8 as. in the rupee of wages subject to a maximum of Rs. 25 p.m.

In the mill at Mysore workers on night shift receive one anna per day in addition to their basic wages.

Bonuses.—In both the mills attendance bonus is paid at Re. 1 per month for attendance on all the days during the month.

The Mysore mill pays a profit bonus called the "War Bonus" and the amount paid for 1942 and the first half year of 1943, was equivalent to 1/12th

and 1|6th respectively of the wages earned (dearness allowance and the amount of attendance bonus are excluded).

Over-time is paid for according to the provisions of the Mysore Factories Act.

The wage period is a month in both the mills and wages are paid within 10 to 14 days of their becoming due. There was no payment of Wages Act in Mysore at the time of the enquiry.

Fines.—Although workers are fined for unauthorised absence, damage to property etc., fining is not excessive. Neither of the mills has constituted any Fine Fund.

Leave with Pay.—Leave with pay for 15 days per year is granted by the mill at Mysore to all its permanent workers who have completed 5 years' service. The other mill has no such scheme for its daily-rated workers, while monthly-rated workers are given 10 days' casual leave per year in addition to 5 festival holidays with pay.

Housing.—The mill at Mysore has housed about 5 per cent. of its workers in a colony close to its precincts. The number of tenements constructed is 118—40 two-roomed, 28 single-roomed, 6 houses for scavengers and 44 temporary sheds. The family blocks have been constructed of bricks in mortar with mangalore tile roofing. The single-room tenements consist of a room with a partition and a small verandah. The rent charged is Re. 1 per month. The double-room quarters consist of a front hall and a back room and a kitchen. The rent charged is Rs. 2 p.m. A ground rent of 8 as. p.m. is charged on each hut, which is built of flimsy structures with thatched roofs. In some huts, 2 to 3 families live, the ground rent being shared by them. Common water taps and street lighting have been provided. A sanitary staff looks after the sanitation of the labour colony. It is periodically inspected by the Medical Officer of the mill. The conditions in this colony cannot but be regarded as being very unsatisfactory both from the point of view of structural construction, the floor space permitted, lighting, ventilation, etc. Workers not housed by the Mill, live in surrounding villages and a few live in Mysore city.

The mill at Davangere has constructed two blocks, one consisting of 17 rooms and the other 13, with a partition in each. The blocks are built of mud walls with corrugated iron-sheet roofing. Arrangements for water supply and latrines do not exist. The bulk of the workers live in the nearby villages.

Welfare work.

There is a well-equipped dispensary within the premises of the mill in Mysore, in charge of a full-time qualified medical officer. 150 to 200 cases are treated daily. Malaria is the most common disease.

A canteen is provided where cooked food, coffee and tea are supplied at rates 25 per cent. lower than in the city restaurants. It is run by a contractor and the Welfare Committee consisting of representatives of the management and the workers supervise it.

There is a crèche for babies. It is well-equipped and in charge of a fully qualified nurse and other staff. Milk is supplied to children free of charge.

The Mills maintain a Kindergarton School for children. A qualified Master and Mistress are in charge of the School. The University Adult Literacy Association conducts classes within the premises of the mills every evening. Workers who attend the classes regularly are given a scholarship. The daily attendance is about 100.

There is a registered Co-operative Society which runs a store in which provisions and clothing are supplied at controlled rates. The Society also grants small loans at low rate of interest, recoverable in easy instalments.

The mills have constructed a Bathing ghat within the premises of the mill and facilities are afforded to workers for bathing and washing their clothes during leisure hours.

Chlorinated water is supplied to workers through taps in the mill.

Adequate number of latrines and urinals, separately for women and men, are provided, and they are kept in a clean condition.

The Mill has instituted a Gratuity Fund on the following scale. Only permanent workers are entitled for the benefit.

For 10 years' service	.. ..	6¼% of workers' wages.
10 to 17 years' service	.. ..	7½% of workers' wages.
17 to 24 ,,	.. ..	7¾% of workers' wages.

The Mill in Davangere is doing little by way of welfare. No medical facilities exist except a first-aid kit. A contractor is running a canteen. Provisions are supplied at controlled rates through the Co-operative Society of the mill.

Trade Unions.

In both the mills, there is an Association of workers registered under the Mysore Labour Act, 1942, and recognised by the managements. The Association at Mysore is actively functioning but the Union leaders appeared to have a number of grievances against the management. The union at Davangere appears to exist only in name.

CHAPTER XII.—COCHIN.

Employment.

In Cochin State, there are three cotton mills, one at Trichur and two at Pudukad. The unit at Trichur is an old established one, while the two units at Pudukad which are under the same managing agents were started in 1941 and 1943 respectively. The Pudukad Mills are purely spinning concerns, and the one at Trichur is a Spinning and Weaving Mill. The total number of spindles in the Cochin mills is slightly over 37,000, the number of looms being 416. At the time of the enquiry, these three units employed 2,856 persons. Out of these, 1,353 were men and 1,503 women. In these mills a large number of women are employed in departments, such as spinning and weaving, in which usually men are employed in other centres of the industry. During the inspection of these mills, it was stated that experience had shown that women were as efficient weavers as men. The women employees in the cotton centres in Cochin looked extremely well dressed, keen and alert. It is also noticeable that many young girls and boys work in the weaving department of the mills. In most cases, they seemed not to have reached the age of certification. The management, however, stated that they all had their certificates. The employees in the Pudukad mills are drawn generally from the surrounding villages while those in the mill at Trichur are local persons.

In the mill at Trichur, employment has gone up by nearly 15 per cent. as compared to the pre-war period.

Employment in all the units is made directly by the managements.

It is reported that absenteeism in these mills comes to about 15 per cent. being slightly higher in the mill at Pudukad than at Trichur. One of the reasons for the higher absenteeism in the former was that the wage level in this mill is lower than in the mill at Trichur and being only seven miles from Trichur, there was an inducement on the part of the workers to migrate to Trichur itself.

The unit at Trichur being a member of the South India Millowners' Association, Coimbatore, has adopted the Association's Standing Orders. The units at Pudukad have no regular Standing Orders for their operatives.

Working Conditions.

Hours of Work and Shifts.—The units at Pudukad being fresh constructions have been built with due regard to the workers' comfort in the departments. They are extremely well lighted, ventilated and spacious. Some of the departments, however, of the Trichur mill, which is located in the heart of the city, are extremely dark, congested and the lay-out of the machinery does not leave much room for the workers to move about.

The Pudukad Cotton Mills work only a single shift of 9 hours from 8 a.m. to 6 p.m. with an hour's interval between 12 noon to 1 p.m. The mill at Trichur has a system of multiple and overlapping shifts and the spinning department is kept running all the 24 hours. In the weaving department, there are three shifts of 8 hours each. In the winding department, however, there is only one shift of 9 hours from 8 a.m. to 6 p.m. with an hour's interval for lunch.

Sunday is usually observed as a holiday. In the Trichur mill, there are 20 other holidays during the year which are given without pay.

Wages and Earnings.

The basic wage rates of certain selected important occupations in the mill at Pudukad will be found in Appendix XXXIV.

A wage census was conducted in all these three concerns on the basis of a sample for the month of April 1944 and the results of the census will be found in Appendix XXXV. It will be seen from the table that in no case does the average basic wage of a tenter exceed as. 8-11 and is as. 5-10 per day in the case of drawing tenters. Women drawing tenters have an average basic wage of as. 3-9 only. Roving doffers have an average basic wage of only as. 4-6 and the child doffer gets only as. 2-5 per day. Men Ring doffers average as. 2-6 per day and women as. 1-10 per day. Men full-siders average as. 6-9 per day, while women average as. 5-3 per day. Three-fourth siders have an average basic wage of as. 4-8 per day for men and as. 4-7 for women. The average basic wage of half-siders is only as. 3-1 for males and as. 2-10 for women. Women grey winders average as. 3-6 per day. The average wage of woman reeler is as. 4-3 per day. The average daily wage of a single loom weaver is as. 5-0 in the case of women and as. 6-2 in the case of men. Two-loom weavers average as. 10-1 per day. The table shows that in none of the occupations does the average basic wage exceed as. 8-11, the lowest being as. 1-10 in the case of women ring doffers.

As regards earnings, those of two-loom weavers are the highest being Rs. 1-5-3, the lowest earning being as. 3-4 per day in the case of women ring doffers.

The following summary table shows the frequency of wages and earnings.

TABLE LVI.

Daily basic wage.		Daily net earnings.	
Frequency groups.	% of workers to total.	Frequency groups.	% of workers to total.
Under As. 4	33·98	Under As. 8	33·79
As. 4 and under As. 6	20·79	As. 8 and under As. 12 ..	21·93
As. 6 and under As. 8	32·13	As. 12 and under Re. 1 ..	33·53
As. 8 and under As. 10	4·00	Re. 1 and under Rs. 1/4 ..	1·50
As. 10 and under As. 12	9·03	Rs. 1/4 and under Rs. 1/8 ..	9·25
As. 12 and under As. 14	0·07		
Total ..	100·00	Total ..	100·00

Considerable shortage of labour was experienced by the mills in Cochin, because even old workers were leaving the mills on account of the inducement of higher wages obtainable in other textile centres and also in military depots.

The mill at Pudukad was not working to its full capacity on account of shortage of power. As a result, part of the machinery had to be kept idle and during part of the day the workers also had to remain idle.

Dearness Allowance and Bonus.—In Trichur, dearness allowance was being paid at the time of the enquiry at a rate of 120 per cent. of the basic wages. This was in accordance with the recommendation of the Southern India Millowners' Association. In Pudukad, on the other hand, the rate of dearness allowance is 100 per cent. of the basic wages.

Although dearness allowance is being paid at 120 per cent. and 100 per cent. respectively of the basic wages, the representatives of the workers complained that this was grossly inadequate. From such examination as could be made on the spot of the prices ruling during the time of the enquiry and the pre-war prices of certain staple commodities, it appeared that the cost of living had gone up at least by 150 per cent. over the pre-war level.

The mill at Trichur paid a bonus at the rate of two months' basic wages for the year 1943 and also for the year 1944. On the other hand, in Pudukad, an annual Prosperity Bonus of 3½ months' wages including dearness allowance was paid during the years 1943 and 1944. It is given to all workers who are on the muster rolls on the date of payment. In the Pudukad mill, a regular attendance bonus of Re. 1|- for all adult workers is given and at the rate of as. 8 to adolescents. In Trichur also an attendance bonus is paid at the rate of Rs. 1-8-0 for males and as. 12 for females. There are various rates of attendance bonuses for piece-workers.

There seems to be a system of imposing heavy fines in the mills at Pudukad although, such fines do not appear to have been shown in the registers. In the mill at Trichur, fines are imposed only in rare cases.

Housing.

In Trichur, the majority of the workers are from the town itself where they have their own houses or live in rented ones. The question of employers' housing, therefore, does not arise. The management, however, sometimes give advances to those who are desirous of building their own huts or houses. A

few houses have been built by the management for labour recruited from outside sources. The accommodation provided is a living room, a kitchen and a verandah. The arrangements for the supply of water and sanitation are common.

Welfare Work.

The mill at Trichur has a small dispensary attached to it where the workers are given free treatment. There are, however, two government hospitals in Trichur not far away from the mill where the workers can receive treatment. The mill at Pudukad has built a hospital with 12 beds where the workers can receive treatment. There is also a dispensary attached to the hospital in charge of a full time doctor and other staff. The Pudukad mills have provided a school and have also made certain arrangements for out-door recreation. In the mill at Trichur, there is a canteen where cooked refreshments and tea are supplied at 25 per cent. below the market rates. There are also three dining sheds which accommodate about a thousand workers at a time.

The mill pays a gratuity to all its employees who have put in 10 years or more continuous and approved service. The scale of gratuity is 10 days' wages per year of service. It is understood that the question of starting a Provident Fund is under the active consideration of the management.

There is a workers' union at Trichur with a fairly large membership but it has not been recognized by the employers.

In Cochin State, the following Labour Acts are in force :—

Workmen's Compensation Act,
Trade Unions Act,
Factories Act,
Trade Disputes Act,
Payment of Wages Act,
Maternity Benefit Act.

CHAPTER XIII.—SUMMARY AND CONCLUSIONS.

This industry, which is now nearly a century old, and provides the means of sustenance to over five lakhs of workers suffered considerably during the dark days of the depression of 1929 but successfully emerged out of it about the year 1937-38 and has since been on a high plane of prosperity almost unprecedented in its history. It has, however, no all-India employers' organisation of its own although there are powerful millowners' associations in Bombay, Ahmedabad and in South India. Unlike the Jute industry, it is not localised in a few centres but is spread-over the whole length and breadth of the country excluding a few regions like Sind and Orissa. It is not confined merely to big cities like Bombay and Cawnpore and is to be found in district towns like Madura and Sholapur, taluka places like Barsi and Gadag and even occasionally in petty villages like Gokak, Papanasam and Pudukad, etc. The power used is coal and electricity. In some cases, natural water falls have been harnessed to provide power. A section of the industry, particularly in the South, is in European hands. There is a definite tendency for new centres to arise rather than for concentration in the older and more established centres like Ahmedabad and Bombay. Nor is the industry located only in British India, but has, in recent years, spread out into the territories of Indian States.

There are some 400 odd units in the industry located in over 140 centres. The capital invested in the industry is estimated to be nearly 48 crores of rupees. Of the total number employed in the units surveyed about 11 per cent. were women workers. Speaking generally, in the North there is little employment of women but it goes on increasing as we go further South. There is little employment of child labour in the industry although it is somewhat in evidence in the South. As a result of the conditions created by the War, employment has gone up by nearly 40 per cent. Owing to the difficulty of getting material and machinery there have been few new constructions of mills during the war period and the expansion of the industry was brought about by an almost universal system of night shift working. The hours of work are generally 54 per week in spite of the exemptions granted in various provinces. The highest number of hours worked are to be found in Cawnpore and Indore. Except for some of the older units, working conditions inside the departments of the mills are, on the whole, satisfactory. Due to the difficulties created by the War, many units desiring to improve these conditions have not been able to do so owing to the unavailability of the necessary material. While the conditions inside the departments can be regarded as satisfactory in most cases, the same cannot be said in regard to the amenities supplied to the workers for taking their meals, for drinking water, sanitary arrangements, etc. So far as sanitary arrangements are concerned, most units have latrines and urinals according to the scales laid down in the Factories Act, but they are to be found generally in a stinking and unhygienic condition. Although in some cases high standards are followed for maintaining crèches, generally speaking, this is an activity which is very much neglected even by mills employing a considerable number of women workers.

Very few units in the industry have made proper provision for dining sheds and it is distressing to see workers squatting on the ground in dirty mill compounds and eating their afternoon meals. In most cases, the provision for drinking water is primitive in character and cleanliness and hygiene are completely ignored.

The older centres of the industry like Bombay, Ahmedabad, Sholapur, Cawnpore, etc., have made no provision for granting leave with pay to their workers. In this matter South India gives the lead because in most mills in the South including those in Mysore State the workers are entitled to leave with pay the period of which varies from 10 to 15 days. In the Delhi Cloth Mills also 15 day's leave with pay per year is granted.

In regard to security of tenure, and improvement generally in the conditions of service, the recent tendency of having Standing Orders for operatives deserves prominent mention. To this, active impetus has been given by the enactment of the Bombay Industrial Disputes Act under which it is laid down that all industries to which the Act applies must have Standing Orders. Although similar legislation does not exist in other centres, both in Cawnpore and in the South almost every unit has Standing Orders regulating the relations between the employers and the employees. In this connection mention may also be made of the Mysore Labour Act which makes it compulsory for every factory employing 100 or more persons to recognize the Union of its employees registered under the Act.

While certain individual employers have made reasonable provision for safeguarding the future of their employees, taking the industry as a whole, it can be said that much leeway in this direction remains to be made. In the absence of some provision for the future the bulk of the cotton textile workers in this country have no provision to fall back upon at the time of retirement since the wages received ordinarily leave no margin for savings.

One of the recommendations of the Labour Commission which has found ready acceptance by the industry, especially in Bombay, is with regard to the appointment of Labour Officers. The Bombay Millowners' Association have also a Labour Officer of their own and so has the Government of Bombay under the Bombay Industrial Disputes Act. In many centres other than Bombay City there is still reluctance on the part of the employers to appoint Labour Officers and to recruit labour through them in view of the apprehension that such appointments would mean an encroachment on their power and responsibility.

As a result of the wage census conducted in the different centres, we have now, for the first time in the history of the industry, reliable data showing the wage position in the different parts of the country. These have been presented in appendices XXXVI(a) & (b). It may be noted here that inspite of certain increases granted to the workers in some centres, the basic wage level remains low although it is noticeable that in Madras proper the bulk of the operatives receive more than as. 12 per day. In the other South Indian centres the basic wage level is strikingly low but these figures must be read in the context of the fact that the South Indian cotton industry is predominantly spinning. Among the Indian States the wage level in Baroda is strikingly high due presumably to its proximity to Ahmedabad where the highest wage level prevails. The wage data referred to shows that in some of the South Indian centres, particularly in the Mysore and Cochin States, wages are extremely low.

Except at Ahmedabad in no other large centre of the industry have wages been standardized. An attempt at standardization has been made in the mills at Indore but even so, wages differ from unit to unit. The many schemes of standardization framed for the Bombay city industry have still remained in cold storage.

With the exception of one or two centres, in most cases the workers are being compensated for the increase in the cost of living by the grant of what is known as a dearness allowance. There is no uniformity in the scale of the allowance granted from centre to centre and the amount of the allowance varies from about Rs. 52 p.m. in Ahmedabad to about Rs. 10 p.m. in some centres in South India. In some important centres like Bombay, Ahmedabad, Cawnpore, Nagpur, etc., the allowance granted is linked with the local cost of living indices, while in others the index number for a different centre is being used. In several centres, there is little or no relation between the allowance granted and the increase in the cost of living. Nor is the same principle followed from centre to centre in regard to the extent to which workers should be compensated for the rise in the cost of living because, while in Ahmedabad, the workers are being compensated to the full extent* of the increase in the cost of living, in Bombay, they are compensated to the extent of only 75 per cent. and in some other centres probably to the extent of hardly 50 per cent. There is only one centre, namely, Gokak which stands out because it pays no dearness allowance in cash at all but provides a fairly large number of commodities at pre-war rates.

In most important centres, the dearness allowance is being paid at a flat rate. The result is that workers in the lower paid occupations are in most cases being compensated for the full and in many cases more than the full extent of the increase in the cost of living.

The industry as a whole has treated its workers generously in regard to the payment of a war or profit bonus which in the important centres has amounted to three months' wages per year.

The housing conditions of cotton textile workers can only be regarded as being dismal. In the large cities like Bombay, Ahmedabad and Cawnpore, the growth of the industry has synchronized with the growth of slums, overcrowding and congestion. A few employers have built houses for their employees but in such housing schemes only a small proportion of the total has been accommodated.

*This has now been altered.

The tendency, until recently, has been to build chawls containing mostly one-roomed tenements, but there are some refreshing new exceptions such as the housing colony at Indora in Nagpur and Harveypatti near Madura.

The standards of welfare work adopted by individual units vary considerably from centre to centre and even from unit to unit in the same centre. Most units have dispensaries attached to them although these are not always in charge of qualified whole-time doctors. On the whole, however, most cotton mill workers can, if they desire, avail themselves of free medical treatment. Some enlightened employers have built hospitals for their workers the notable examples being those in Ahmedabad, Madras and Pudukad.

Presumably due to the adoption of schemes of compulsory primary education in important cities by the local municipalities, the need for starting schools etc. for the education of the workers' children is now not so great as it was a few years ago but, even so, certain employers have made provision in this behalf. The need for starting adult education classes is very great but this is more the responsibility of the municipalities and the State than of individual employers. Even so, however, in Delhi, Madras and Bangalore excellent arrangements exist for adult education.

Due to short supplies, scarcity, etc., the movement for starting canteens in which cooked food is served is catching on and this is especially noticeable in some centres in the south notably in Coimbatore.

In regard to labour welfare, it is noticeable that since 1939 some of the Provincial Governments are undertaking this responsibility and an outstanding example is provided by the Bombay Government. Details regarding the welfare work which is being done by it are given in Appendix II.

Before concluding this Report, it may, perhaps, be helpful to emphasize certain striking features which attract special attention in the different centres.

Rationalization by way of the introduction of efficiency schemes has made the highest progress in Bombay. Ahmedabad provides an example where the highest wages in the industry are paid and among the major centres, this is the one centre which, in times of war, has granted a dearness allowance on a more liberal scale, which compensates the workers for the total increase in the cost of living*. The Madras mill pays a night shift allowance of 25 per cent. of wages as against no allowance at all in most other centres. There are no graded scales of pay in the industry but in the Madras and Bangalore mills the workers are now being given an annual increment of one per cent. of their basic wages.

The mills at Delhi, Lyallpur, Madras and Madura provide an object lesson of what an enlightened employer can do for the welfare of his operatives. In this connection the Welfare Trust Fund of the Delhi Cloth Mills to which every year the company credits 15 per cent. of the profits deserves special mention. The housing colony provided by the Madura Mills at Harveypatti is a model for any enlightened employer to follow and should serve as an eye-opener to those who still think of industrial housing in terms of back-to-back one-room tenements. At Lyallpur, the employers have built swimming pools for their workers, while both at Lyallpur and Delhi the rest shelters built for the operatives are provided with seats and have been fitted with electric fans. The co-operative store at Madura is another instance of the appreciable increase in the workers' welfare which can be brought about by a sympathetic management. Baroda is carrying out a unique experiment for compulsory saving by compelling the workers to save money both out of their wages and their dearness allowance. The Thrift Society at Madura shows how, at a little sacrifice, an employer can induce the workers to save.

A feature more prominent in the South than in the other centres of the industry is the compulsory medical examination of operatives and in some cases insistence on a standard of literacy before recruiting the workers.

*This has now been altered.

In the case of the bulk of the workers employed in the industry little or no provision exists for safeguarding their future although, certain employers, such as those at Delhi, Madras, Madura, etc. have made liberal provision by way of instituting Provident Fund and Gratuity schemes and in some cases old age and retirement pensions. The South again takes the leading part in adding to the little comforts of the ordinary worker by supplying in some cases a refreshing cup of tea with occasionally a piece of bread with it. At Madras and at Lahore the employers have undertaken responsibilities other than those strictly theirs, such as a starting of vegetable farms and of dairies for providing cheap and good vegetables and milk to their employees.

The Northern India Employers' Association is the only employers' organisation in the country which runs an employment exchange for recruiting labour.

In spite of the changed outlook both of the State and the employers so far as trade unionism is concerned, it has not yet come into its own. Nor are, generally speaking, trade union leaders trusted to the fullest extent. A striking example of what the benefit both to the workers and to the employer can be, if cordial relations and mutual trust exist between an employer and the union officials is provided by the Madura Mills. Here, recruitment is made through the union, welfare activities are conducted in consultation with them and in fact, no step relating to work, wages or welfare is taken by the management without the active co-operation of the union officials.

A workers' organization slightly different in complexion to the one at Madura, with a history extending over a period of 25 years and with solid achievement to its credit, is the one to be found in Ahmedabad. The conciliation and arbitration machinery established in Ahmedabad for settling disputes has considerably assisted its growth and well-being. If Bombay leads in the matter of rationalization, the example of its Government can also usefully be followed in regard to the extensive and well organized welfare work which is being conducted for providing amenities to industrial workers in the city. However, perhaps, its outstanding achievement in regard to labour welfare has been the enactment of the Bombay Industrial Disputes Act. Opinions may differ as to the merits of individual provisions of the Act but there is no doubt, that apart from preventing strikes and diminishing industrial unrest the Act has, for the first time made the worker conscious of his rights and obligations and made him self-respecting. He can today sit round the table with the millionnaire agent of his mill before the Conciliator and express his point of view without fear of victimization. The Bombay mill worker has now ceased to be a " mill hand " and is gradually growing up into a self-respecting individual who, in course of time, will be the leader of his fellow workers.

The present War has shown, as never before, how entirely India is at the mercy of foreign countries even in regard to ordinary supplies like pins and needles, let alone heavy machinery. The inability of the industry to add to its equipment owing to the stoppage of foreign imports, the difficulties experienced in regard to mill stores, chemicals, etc. put a great strain on it. During the war period and especially since the entry of Japan into the war it has had to meet not only the large home and army demand but foreign demands as well. The end of the War has given rise to the spectre of mass un-employment in many industries but from such indications as are available, the demand for the products of the Cotton industry may continue at the present pace or for that matter at an accelerated pace, because large regions of the war-torn world are suffering from an acute shortage of cloth. Moreover, there is a serious shortage of cloth in India itself, the per capita consumption per year having fallen from 16 yards in peace time to about 9 yards at present. From a broadcast speech given by the Textile Commissioner of the Government of India on 13th Decem-

ber 1943, it is clear that the demand for the products of Indian mills will continue. In this connection the following extract from a foreword written by Sir H. P. Mody is of interest.

"What of the future ? The industry has shown its capacity to meet practically all the requirements of the country, efficiency of labour and technical direction have shown much advance in recent years, and working conditions inside the mills are steadily being improved and brought into line with modern ideas. If this spirit of progress continues, and when new equipment is available after the war, if old machinery and old methods are put on the scrap heap and some measure of regional planning undertaken, the future is full of hope. 390 million customers, with a standard of living capable of being substantially raised, are a tremendous asset to any industry, and to the extent to which they are served with efficiency and integrity, the cotton mill industry in India will have vindicated its title to be the greatest of our national industries." *

It has been stated already that the industry has been on a high plane of prosperity during recent years and has made enormous profits amounting to nearly 12 crores of rupees in the year 1944.** Provided that it is able at no distant date to obtain the necessary machinery and to retain markets which it holds both in India and outside, there is no reason why the volume of employment in it should diminish. Moreover, if, as pointed out by Sir Hormusji Mody,† the industry has not forgotten the lessons of the last War and has conserved its financial resources, there seems no reason why it should not follow a forward policy in regard to the conditions of work and wages of its employees who, no less than the captains of the industry have contributed so greatly to its prosperity and success. The survey made in the foregoing pages seems clearly to point out that the basic wage structure of the industry is in need of revision especially in regard to the least skilled operative. In effecting such a revision, among other considerations, an important one would be to fix the minimum at a level which, at a given level of prices, will ensure to the worker and his family a reasonable standard of living. Among other matters which appear to need attention is improvement in water supply and sanitation in the mills, some scheme for the provision for the future of the employees, adoption of means for ensuring security of tenure, etc. The housing of the workers is another big problem ; but, this is one, for the solution of which, the employers alone cannot be held responsible, particularly, in crowded cities like Bombay, Ahmedabad, Cawnpore, etc. The State and the Municipalities must take bold and energetic action in this matter if the workers are to be saved from leading short and mutilated lives.

S. R. DESHPANDE,
Member,
Labour Investigation Committee.

SIMLA,
19th October, 1945.

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*The Indian Cotton Textile Industry (1943 Annual), Page ii.

** Indian Finance—December 16, 1944, p. 828.

† Foreword by Sir H. P. Mody to the Indian Cotton Textile Industry (1943 Annual) by M. P. Gandhi, p. ii.

APPENDIX I. (a).

QUESTIONNAIRE FOR *AD HOC* SURVEYS.

PART I.

Name of concern.....Location.....

Name of Proprietor.....District.....
or Managing Agent.

Date of Establishment.....Province.....

A. EMPLOYMENT.

1. State the average daily number of workers (other than the clerical staff) employed in August 1939 and in January 1944, or at date of enquiry as follows :—

(a) Total number of workers.....

(b) Number of piece-rate workers.....

(c) Number of time-rate or salaried workers.....

	Men.		Women.		Children.	
	Aug. 1939.	Jan. 1944.	Aug. 1939.	Jan. 1944.	Aug. 1939.	Jan. 1944.
(*i*) Employed and paid directly						
(*ii*) Employed and paid through contractors.						
(*iii*) Employed through contractors but paid directly.						

2. If you have any statistical information regarding the length of service of operatives in your concern, please give it in the following form :—

Those between 0 & 1 year of service,

Those between 1 & 5 years of service,

Those between 5 & 10 years of service, and

Those over 10 years of service.

3. Are your workers classified as permanent and temporary ? Give the percentage in each category and describe the privileges of each type of workers.

4. State the system of apprenticeship for ordinary and supervisory posts and terms, if any.

Is the apprenticeship period counted towards total serviee ?

5. Is there any system of graded or time-scale promotion ? If so, give details.

6. State the labour turnover in your concern for the years 1939 and 1943 or any recent years in the form below :—

Average daily number of workers employed during the month or year.	Total number of workers who left during the month or year.					
	Permanent.			Temporary.		
	Retirement	Dismissal.	Voluntary.	Retirement	Dismissal.	Voluntary.

What are the reasons for the labour turnover, if any ? Suggest measures for reducing it.

7. Supply figures of absenteeism in your concern for the years 1939 and 1943. What are the causes of absenteeism and how would you reduce it ?

8. Are there any Standing Orders governing the relationships of employers and employees ? Please supply a copy of the same, if possible.

9. (a) How do you recruit labour ? Explain the system of recruitment fully.

(b) Have you a Labour Officer to enquire into the grievances of workers ? If not, what other machinery have you set up for this purpose ?

B. Wages and Earnings.

10. What are the wage-rates for different types of workers ? What changes have occurred in basic wages, salaried and piece (exclusive of allowances, etc.) since August 1939 ?

Does contract labour receive the same rates of wages as labour directly employed in the same or similar occupations ?

11. Please describe in brief the principles determining the fixation of your wage rates for all classes of employees.

12. Please give details of dearness and other allowances, bonuses and gratuities paid to workers since the outbreak of the War and state which of these is temporary and which is permanent. Are any conditions attached to the payment of these allowances ?

13. How is overtime calculated and paid for ? Is overtime work compulsory ? Do you maintain any registers for recording overtime ? Are these available to the workers or their representatives for inspection ?

14. What deductions are made from wages ?

15. Is there a Fine Fund ? What is the amount outstanding in it and how is it utilised ? Who is in charge of its disposal ?

16. What are the periods of wage payment for different kinds of workers ? How long after the end of the wage-period are wages paid ?

17. Are there any regular closed days in the month in your concern ? What holidays (other than for festivals, etc.) are given to workers ?

C. Working Conditions.

18. How many shifts are worked in your concern ? What is the number of hours of work in each shift and the times of commencement and ending ? What is the total spread-over *i.e.*, the relation between hours worked and hours during which worker is on call ?

19. If any multiple or overlapping shifts are worked, describe their arrangement.

20. State the conditions of ventilations, lighting (natural and artificial), congestion (*i.e.*, floor area per worker), flooring, protection against heat, etc.

21. Are shelters provided for employees during rest intervals ? Give their dimensions, structural details, seating arrangements, etc.

D. Welfare Activities.

22. Give an account of sanitary arrangements, water supply, latrines, urinals, washing and bathing facilities etc. and their distances from the concern. Is cool water supplied in summer ?

23. Is there any dispensary or hospital for workers and their families ? If so, state the number of cases treated every day, prevalent diseases, qualifications of doctors in charge, their emoluments, etc. What is the system of medicine ? Can any of the diseases workers suffer from be called occupational in character ? Is there any periodical medical examination of workers ?

24. Is any canteen provided or arrangements made for tea, cold drinks, light refreshments, etc. ? Who runs them and how are profits, if any, utilised ? Describe conditions of contract, if any, and compare sale prices of articles supplied with market prices.

25. Do you maintain a *créche* for the benefit of your women workers ?

26. What are the facilities available for the education of adult workers and their children ?

27. Is there a grain shop for workers ? What are the commodities supplied and how do their prices compare with market prices ?

E. Housing Accommodation.

28. Give details of housing provided by the employer with reference to :—

(a) Proportion of workers housed,
(b) Rentals,
(c) Types of houses,
(d) Congestion,
(e) Sub-letting, and
(f) Sanitation and water supply.

29. If workers live in their own houses or in houses provided by private landlords or public bodies, state their condition carefully.

F. Trade Unions and Strikes.

30. Have workers formed any trade union ? State membership, monthly subscriptions, etc. Has there been any agreement regarding wages, hours of work, employment, dismissal, etc. Please supply a copy of agreement, if any.

31. Is there any works committee ? Give its constitution and an account of its activities.

32. Give details of strikes in your concern during the last fifteen years. What were the causes of such strikes and how were they settled ? How far were the demands of the strikers satisfied ?

G. Safety Acts, etc.

33. Does the concern come under the Factories Act ? If so, are the provisions of the Factories Act complied with ? Give dates of visits of Factory Inspectors during the past ten years and extracts from the remarks in the Factory Inspection Book.

34. Are the provisions of the following Acts observed in your concern :—

(1) Electricity Act,

(2) Payment of Wages Act,

(3) Workmen's Compensation Act, and

(4) Maternity Benefit Act.

What action have you taken to acquaint your staff with the provisions of these Acts ?

35. Give the number and nature of cases of occupational diseases reported in the last 10 years. Is there any provision of medical facilities for the treatment of occupational diseases ?

36. State the number of accidents which occurred in 1943. Was any compensation paid ? If so, how much and in how many cases ?

H. Indebtedness.

37. Are the workers indebted ? Give an idea of the extent of their indebtedness and the causes responsible for the same.

38. What is the usual rate of interest charged from the workers ? What remedial measures have been enforced by the Government to reduce this indebtedness ? How far have they been successful ?

I. General.

39. Please supply a copy of the Provident Fund rules, if any, *especially* in reference to :—

(a) Membership,

(b) Contributions,

(c) Rate of interest,

(d) Investment, and

(e) Conditions of claims on employer's contributions.

40. Give details of pension schemes and gratuities, if any. Please supply copy of the rules.

APPENDIX I(b).

LIC-IV

WAGE CENSUS IN THE COTTON MILL INDUSTRY.

Males / **Females** / **Children** — **1st** / **2nd Shift.** / **3rd**

Name of concern .....

Information relating to the wage period from ..... to .....

Occupation .....

Name of Centre .....

No. of actual working days during the wage period .....

Type of concern .....

Actual hours of work per shift .....

Total 'spread over' .....

Total number of persons employed in the occupation or department .....

1	2	3	4	5	6	7	8	9	10	11	12
Muster or Serial or Ticket No.	Piece or Time	Actual number of days worked by the operative In Co. 1.	Rate of wages per...	Total wages earned.	Over-time pay.	Allow-ances	Bonuses	Gross earnings	Deduc-tions under Section 7, ii, a & c Payment of wages Act.	Net earnings.	Remarks.
			Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	

APPENDIX I(c).

SCHEDULE OF MINIMUM WAGES FOR UNRATIONALISED OCCUPATION IN COTTON MILLS IN BOMBAY CITY.

Time Workers.

Occupations.	Earnings in a month of 26 working days.	Rate in annas per day.	Remarks.
1	2	3	4
	Rs. A. P.	As.	
MIXING ROOM:			
Nowganies	23 9 0	14½	
Bale Breaker Attendant	23 9 0	14½	
Mixing Spreaders	20 5 0	12½	
BLOW ROOM:			
Oilers	23 9 0	14½	
Bardan Pickers: Men	18 11 0	11½	
„ Women	14 10 0	9	
Sweepers: Men	16 4 0	10	Same pay for all other departments.
„ Women	12 3 0	7½	
Dropping Carriers	18 11 0	11½	
Lattice Feeders	19 8 0	12	
Exhaust & Lap Machine Men Breaker Scutcher	21 2 0	13	When one man attends to one machine.
Inter „ Finisher „			
CARD ROOM:			
Fly Gatherers	20 5 0	12½	
Lap Carriers	20 5 0	12½	
Card Tenters or Can Boys	19 8 0	12	
Flat Grinders	23 9 0	14½	
Oilers	23 9 0	14½	
FRAMES (Time Workers):			
Back Tenters	18 11 0	11½	
Doffer Boys	16 4 0	10	
Oilers	23 9 0	14½	
RING SPINNING:			
Doffer Boys	16 4 0		
Tarwallas	20 5 0	12½	
Siders	Twist Frames.		Weft Frames.
Upto & including 300 Spindles	20 5 0	12½	Rs. 21 2 0 As. 13
301/360 Spindles	21 2 0	13	Rs. 21 15 0 As. 13½
361/420 Spindles	21 15 0	13½	Rs. 22 12 0 As. 14
Over 420 Spindles	22 12 0	14	Rs. 23 9 0 As. 14½
Oiler & Bander	25 3 0	15½	
Doff Carriers	18 11 0	11½	

APPENDIX I(c)—*contd.*

1	2	3	4
BUILDING & BALING :			
Weighers	25 3 0	15½	
Knotters	27 10 0	17	
Pressers	29 4 0	18	
Bundle Boys	18 11 0	11½	
Balers	26 13 0	16½	
MISCELLANEOUS :—			
Departmental Carpenters	34 15 0 to 45 8 0	12½ to 28	
Mochis	24 6 0	15	
Wrapping Boys	19 8 0	12	
Roller Covers	26 13 0 to 34 15 0	16½ to 21½	
Asst.	21 2 0 to 25 3 0	13 to 15½	
Rope Splicers	26 13 0	16½	
Line Levellers	60 2 0 to 78 10 0	37 to 49	
DOUBLING :			
Siders	20 15 0	12½	
Doffers	16 4 0	10	
WARPING DEPARTMENT :			
Warpers	34 15 0 to 45 8 0	21½ to 28	one Warper to each machine.
Creel Boys	17 1 0	10½	
SIZING DEPARTMENT : (If on Time Rates).			
Front Sizer	55 4 0 to 65 0 0	34 to 40	
Back Sizer	30 1 0 to 34 15 0	18½ to 21½	
Head Size Mixer	28 7 0	17½	
Size Mixer	21 15 0	13½	
WAREHOUSE & CALENDERING :			
Head Cutlooker	39 13 0	24½	
Asst. Cutlooker	32 4 0	20	
Head Stamper	31 11 0	19½	
Asst. Stamper	22 12 0	14	
Ticket Appliers	20 5 0	12½	
Calender Men	22 12 0 to 25 2 0	14 to 15½	
Finisher Men	20 5 0 to 25 3 0	12½ to 15½	
Folders	20 5 0 to 23 9 0	12½ to 14½	

N.B.—These minimum wages do not include the increments granted as a result of the interim recommendations of the Textile Labour Inquiry Committee, nor do they include the special Dearness allowance of 2 annas per full working day paid since December 1939.

APPENDIX II.

A note on the activities of the Labour Welfare Department of the Government of Bombay.

The Labour Welfare Department of the Government of Bombay was established by the Congress Ministry in 1939. The object was to open a number of Labour Welfare Centres at which different recreational facilities would be provided for men, women and children. The original chart of activities, covered a very wide scope of human endeavour in the field of Labour Welfare. Lack of specialist staff for each particular type of activity charted has been largely responsible for not giving effect to all the schemes originally planned.

2. To-day, the Department conducts three ' A ' Type, nine ' C ' Type and four ' D ' Type Labour Welfare Centres in Bombay ; one ' A ' Type and four ' C ' Type Centres in Ahmedabad ; five ' C ' Type Centres in Sholapur ; and one ' C ' Type Centre at Hubli. A new ' A ' Type Centre has been erected at Sholapur but owing to the fact that it could not be electrified at present and supplied with an adequate quantity of pipe laid water, this Centre has not yet started functioning. An ' A ' Type Labour Welfare Centre is housed in a large Government building or pavilion built mainly in the form of a theatre and with a large playground attached to it. The ' C ' Type Centre is housed in hired premises and provides no facilities for out-door recreation. The ' D ' Type Centre provides only for out-door sports ; the only building construction it has is a small hut for storing sports equipment. The ' B ' Type Centre is a replica of an ' A ' Type Centre but on a very much smaller scale. No ' B ' Type Centres have yet been opened in any city or town in the Province of Bombay.

3. All ' A ' Type and ' C ' Type Labour Welfare Centres are provided with well-equipped libraries and reading rooms which are open from 8-30 to 11-30 a.m. and from 5-30 to 9-30 p.m. In addition to the stationary libraries at the Centres there are a number of circulating library posts attached to each Centre. The total number of such posts which have so far been opened is 140. Each post has a box or cupboard containing 50 to 100 books and these boxes or cupboards are placed in the charge of enthusiastic workers or in temples, small social clubs, factories or with *bhajan mandalies*. A small committee of five or six workers is attached to each post. Its work is purely advisory. For Sholapur and Hubli four full time librarians have been appointed to run the circulating library posts established at these places. In Bombay and Ahmedabad the work of issuing books is done by the persons who hold the books in an honorary capacity. Each circulating library post has from 100 to 200 members and the staff attached to the Labour Welfare Centres covering the particular locality exercises supervisory control. The books in each box are changed at frequent intervals or as soon as they have been read by a majority of the members.

4. All the ' A ' Type and the ' C ' Type Labour Welfare Centres are provided with considerable equipment for indoor games such as chess, draughts, carrom, snakes, and ladders and a number of other indoor games. The most popular indoor pastime is carrom. All the Centres are open from 8-30 to 11-30 a.m. for men and boys ; from 4-30 to 6-30 p.m. for boys ; and from 6-30 to 9-30 p.m. for adult men, whilst women's activities are conducted at all the Centres between 1-0 and 4-30 p.m. on all week days excluding Sundays. These activities include literacy classes, sewing and embroidery classes and the organization of round games. At all the ' A ' Type Centres a full time Nursery School is conducted from 9-0 a.m. to 5-0 p.m. Children from the ages

of three to six are admitted in these schools. On arriving at the schools the children are bathed and dressed in clean uniforms. Teaching by the Montessori method is given. The children are allowed to be taken away to their homes between 1 and 2 p.m. for feeding. Well equipped children's playgrounds with swings, see-saws, merry-go-rounds, giant slides, etc., have been established at all the 'A' Type Centres. These are open from 8 to 11-30 a.m. and again from 4 to 7 p.m. Each children's playground is in charge of a specially appointed full time Overseer and a part time teacher. Outdoor sports at the 'A' Type and the 'D' Type Centres consist of hockey, football, volleyball, basket-ball, cricket and hututu. Inter Labour Welfare Centre competitions are periodically organised in outdoor games, indoor games sports, wrestling, tug-of-war etc.

5. The Labour Welfare Department has its own cinema equipment with a number of films at Bombay and Ahmedabad. This equipment is taken by turns to all the 'A' Type Centres and to the 'C' Type Centres where space permits for pictures to be shown. Separate shows are organized for children and adults. Occasionally dramas are organized at all the 'A' Type Centres and at the larger of the 'C' Type Centres. Variety entertainments, musical concerts and socials for women are organized at all Centres at frequent intervals. In addition to these a short programme of music and singing is given at all the Centres by turns by harmonium and tabla players. Special programmes consisting of magic shows, Dog Shows, Physical Culture Demonstrations, Mimicry, Ballad Singing, etc., are also arranged from time to time. Every Centre has been provided with a Radio Set which is switched on for interesting programmes of the All India Radio Stations.

6. The above are the normal activities at all the Labour Welfare Centres in the Province. In order to give medical relief to the working classes residing round about each Centre an Ayurvedic and Nature Cure Dispensary has been established at one 'A' Type Centre in Bombay ; an Homeopathic and Biochemic Dispensary at the 'A' Type Centre at Ahmedabad and Allopathic Dispensaries at all the 'C' Type Centres at Sholapur. In addition, a specially equipped 'C' Type Labour Welfare Centre has been opened for the benefit of the handloom workers at Bhavanarishipeth in Sholapur where in addition to the normal activities of a 'C' Type Centre provision has also been made for conducting a Nursery School and a Créche. The average attendance at the Créche per day consists of approximately 15 babies, who are carefully nursed, fed and looked after by a full time Créche Nurse who has had two years' previous experience of this work in a mill Créche and a full time Ayah who assists the Créche Nurse in bathing, feeding and maintaining general cleanliness of the equipment and premises of the Créche.

7. The staff at each 'C' Type Centre consists of one full time Labour Welfare Organizer, one part-time Lady Worker who attends in the afternoons for women's activities, two part-time workers one of whom attends in the mornings and the other in the evenings ; and a full time cleaner. The staff at the 'A' Type Centres is very much larger. There is a full time Superintendent, a full time Labour Welfare Organizer, a full time Nursery School Teacher, a full time peon and a full time cleaner. At each of the 'A' Type Centres in Bombay and at Ahmedabad there is also a gymnasium building attached to the main pavilion and also separate shower-baths for men and women. Each gymnasium building is provided with a properly made wrestling pit and adequate bathing arrangements. Each of these 'A' Type Centres has a number of part-time workers for different kinds of outdoor sports and gymnastics and for indoor games.

8. InAhmedabad a fully equipped and well staffed engineering workshop for imparting training in turning, fitting, smithy and moulding, tailoring, carpentry, and painting to adult men either in or out of employment as alternative occupations and to young apprentices has also been established. A well qualified Superintendent is in charge of this Workshop and there are special instructors for each Trade.

9. A provision of rupees one lakh was made in 1939 by Government for providing amenities to Industrial workers. To-day the Labour Welfare Department is spending over two and a half lakhs of rupees per annum on welfare work.

10. A further expansion of welfare work on a wide scale is expected when the post-war reconstruction schemes of the Government of Bombay come into operation.

APPENDIX III.

STANDING ORDERS FOR OPERATIVES IN THE MADURA MILLS COMPANY LTD., MADURA.

1. In these orders, unless there is anything repugnant in the subject or context :—

(a) " Operatives " means all work-people male or female employed in the Mill, including Maistries.

(b) " The Company " means Madura Mills Co. Ltd.

(c) " The Manager " means Messrs. A. & F. Harvey and " The Manager " means the firm's representative for the time being in charge of the particular place.

(d) " The Union " means the recognised Union for the time being, *viz.*, The Madura Labour Union.

(e) The masculine includes the feminine.

2. The mill will work each day for such number of hours as the Managers may from time to time fix in accordance with the Indian Factories Act, and the periods of work for all classes of operatives will be posted up on the Notice Board at the entrance of the Mill as required by the Indian Factories Act, 1934. If a shift system is being worked in the Mills, operatives may be transferred from one shift to another.

3. Every permanent and probationary operative without exception will be provided with a departmental ticket showing his number, and on attendance, each day, shall deliver up the ticket at the place provided.

4. Operatives attending late are liable to be shut out and treated as absent.

Any operative who after presenting his ticket is found absent from his proper place or places of work during working hours without permission or other sufficient reason, is liable to be treated as absent.

5. Any operative who desires to obtain leave of absence, except for a temporary purpose within the mill premises, must apply previously to the Head of his Department or any officer appointed by the Managers for the purpose who, if he thinks fit, may grant him leave. In the event of an operative remaining absent in excess of the period granted, he shall lose the lien on his appointment, unless he has previously secured permission to extend the leave orginally granted and returns to work on the first working day following the period covered by any such extension. If however, on his return to work he

gives a satisfactory explanation to the Head of the Department, or such other person as may have been appointed for the purpose, for his omission to apply for such an extension, his case for reinstatement when a suitable vacancy occurs shall be considered.

Requests or applications for *non-urgent-leave* of more than seven days' duration will be received on two fixed days per week, and sanctioned leave in respect of such applications will ordinarily commence on the third day following the day fixed for receiving applications.

(a) Operatives requiring leave for urgent purposes such as attending to sickness or funerals of near relatives may approach the Spinning or Carding Master direct who will grant them leave at once. They will be given a special leave chit and enquiries will be made later regarding their *bona fides*. If on such enquiry it is proved that the leave applied for by an operative was not for an emergency as described above he will be dismissed.

The following will be considered as near relatives :

Husband, wife, son, daughter, mother, father, grandparents, grandchildren, brother, sister, father-in-law, mother-in-law, uncle, aunt, cousin, nephew, niece, brother-in-law, sister-in-law, or any dependant if actually living with an operative.

In the case of the death of husband or wife or child, a worker may apply for leave by sending word through the Departmental Maistry. The worker need not apply for leave in person.

(b) Operatives who leave the Compound without permission after being refused leave will be dismissed.

(c) Tuesdays and Fridays will be the days fixed to receive application for non-urgent leave of more than 7 days' duration and such applications will be received on these days only. If it so happens that these days happen to be holidays, applications will be received on the preceding working day.

6. No operative shall enter or leave the mill premises except by the gate appointed for the purpose.

No operative shall be permitted to pass out of the compound during working hours without showing a dated " pass out " order initialled by an officer appointed for the purpose.

7. All male operatives are liable on leaving the mill premises to be searched by the checker or watchman and all female operatives are liable to be searched by the female examiner.

Workers carrying tiffin boxes home should have the lids open as they pass the gate.

8. Notices specifying (a) the days on which the Mill will be closed, and (b) the days on which wages will be paid will be posted as required by the Indian Factories Act and the Payment of Wages Act respectively.

9. The Company may, at any time or times, in the event of fire, catastrophe, breakdown of machinery, stoppage of the power supply, epidemic, civil commotion or other cause, whether, of a like nature or not, beyond the control of the company, stop any machine or machines or department or departments, wholly or partially for any period or periods, without notice and without compensation in lieu of notice.

10. Any employee played off under order 9 will not be considered as dismissed from service, but as temporarily unemployed, and will not be entitled to wages during such unemployment. All operatives played off will be given

prior rights to reinstatement on the resumption of normal work, provided they present themselves for work when normal working is resumed.

11. The Company may in the event of a strike affecting either wholly, or partially, any one or more department or departments of the Mill, close down, either wholly or partially, such department or departments, and any other department or departments affected by such closing down, and for any period or periods and without notice or payment of compensation in lieu of notice to the operatives employed in such department or departments.

12. (a) The employment of any permanent operative may be terminated without assigning any reason by 14 days' notice or by payment of 13 days' wages in lieu of notice.

(b) Probationary operatives other than those transferred from permanent posts in the Mill may leave, or be discharged from service without notice. This also applies to all operatives on daily rates.

(c) Where the employment of any person is terminated by or on behalf of the Mill, the wages earned by him shall be paid before the expiry of the second working day from the day on which his employment was terminated.

13. Any permanent operative desirous of leaving the Company's service shall give 14 days' notice to the Head of the Department concerned. The wages due to such an operative will, if possible, be paid on the day the notice expires and in any case within two days after the expiry of the notice.

If ten or more employed persons, acting in concert, absent themselves from work without due notice as required in this order and without reasonable cause, they will, at the discretion of the Managers and in accordance with the Payment of Wages Act, be liable to a deduction from their earned wages of an amount not exceeding eight days' earnings in each case.

14. Any wages due to an operative but not paid on the usual pay-day on account of their being unclaimed will be paid by the Company on the unclaimed wages pay-day succeeding the date on which a substantiated claim was presented by the operative or on his behalf by his legal representatives, provided that such claim is submitted within three years.

15. The following rules will be observed in connection with the granting of privilege leave with pay and sick leave with pay :—

(i) After the completion of 1 year's continuous service operatives will be entitled to—

(a) 6 days leave per annum on full pay when their services can be spared by the Manager, and

(b) up to 7 days leave per annum on full pay on medical certificate.

(ii) For purposes of 6 days privilege and 7 days sick leave the year shall be a period of 12 months commencing from 1st January to 31st December.

(iii) The following will be considered as constituting a break in service and will debar an operative from either privilege or sick leave benefit mentioned in rule (i) above :—

(a) Absence without permission for more than 7 days in aggregate in a year from the date of commencement of these rules, or

(b) Aggregate absence whether with or without permission exeeeding 30 days in a year from the date of commencement of these rules.

Absence due to sickness and 6 days privilege leave with pay will not be included in the count of 30 days.

(iv) Neither sick nor privilege leave can be accummulated.

(v) Operatives granted quarantine wages whether as sufferers or as contacts will be considered to have been given sick leave with pay for the proportionate period.

The following will be observed in the payment of quarantine wages :—

(a) Sufferers will be granted full wages up to a maximum of 30 days provided they have put in 1 year's service and provided they have not been absent for 15 or more days at a stretch during the one year period.

(b) Contacts will be allowed half wages up to a maximum of 30 days provided they have put in 3 years' service and provided they have not been absent for 15 or more days at a stretch any time during the 3 year period.

(vi) Operatives on piece rate will be allowed a fixed rate of 8 annas per day for the days they are entitled to privilege or sick leave.

16. The following rules will be observed in connection with the payment of Bonus to workers :

The Bonus will apply to workers, including Maistries and Mill Writers, who have 2 years' service and over as on 1st January of the year in which the Bonus is paid and who have qualified in attendance in keeping with our leave rules in the previous year.

		Bonus.
When dividend to Shareholders less than	10%	Nil.
When dividend to Shareholders	10%	½ month's wage subject to maximum of Rs. 50 payable to any individual.
Do.	15%	1 month's wage subject to maximum of Rs. 100 payable to any individual.
Do.	20% & ½	2 month's wage subject to maximum of Rs. 200 payable to any individual.

17. Any operative who is adjudged by the Managers on examination of the man, if present, and of the facts to be guilty of misconduct is liable to be dismissed without notice or, alternatively, to be suspended.

The following acts or omissions will be treated as misconduct :—

(a) Wilful insubordination or disobedience whether alone or in combination with another or others to any lawful and reasonable order of a superior.

(b) Striking work either singly or with other operatives without giving 14 days' previous notice.

(c) Inciting whilst on the premises any operative to strike work without giving 14 days' previous notice.

(d) Theft, fraud or dishonesty in connection with the Company's business or property.

(e) Taking or giving bribes or any illegal gratification whatsoever.

(f) Habitual absence without leave or absence without leave for more than six consecutive days without sufficient cause.

(g) Habitual late attendance.

(h) Habitual breach of any Standing Orders.

(i) Collection of any moneys within the mill premises for any purpose whatsoever.

(j) Drunkenness or riotous or disorderly behaviour during working hours or any act subversive of discipline or efficiency.

(k) Habitual negligence or neglect of work.

(l) Habitual breach of any rules, or instructions for the maintenance and running of any Department or maintaining its cleanliness.

(m) Committing nuisance in any place other than in the latrines provided for the purpose.

(n) Cleaning machinery whilst in motion..

(o) Bringing smoke materials and|or matches or other inflammable materials inside the Mill premises.

Any other serious act of misconduct.

An operative suspended under this Order will not be permitted to work in the Mills for the period of suspension and no remuneration will be paid or be due to him for this period.

18. Operatives may be fined for any of the underquoted offences but the offence if repeated, or in any gross case, may be treated as misconduct under Order 17. Fines will be imposed in accordance with the provisions of the Payment of Wages Act for the following offences :—

(a) Bad and careless work and neglect of duty.

(b) Disobedience and impertinence.

(c) Misbehaviour and quarrelling.

(d) Petty theft.

(e) Being under the influence of drink or drugs while at work.

(f) Smoking on the Mill premises, and|or bringing into the compound smoking materials and matches.

(g) Committing a nuisance on the premises, or any act prejudicial to health and cleanliness.

(h) Sleeping or loitering during working hours.

(i) Late coming.

(j) Entering or leaving the Mill premises except by the gates provided for the purpose.

(k) Causing damage to property by negligence and carelessness.

(l) Disobedience to any rule expressly given or to a rule expressly framed, or breach of any standing orders and instructions.

(m) Interference with, or disregard of, any safety guard or other device provided for the purpose of securing the safety of the workmen.

No fine shall be imposed except by the Officers authorised under the Payment of Wages Rules and until the operative concerned has been given an opportunity of being heard.

19. All fines imposed on operatives and realised will be credited to a special fines fund which will be utilised for such purposes as may be approved in this behalf by the Local Government in accordance with the provisions of the Payment of Wages Act.

20. The following rules will be observed in connection with complaints, etc., from individual workers :—

(i) Grievances of workers should be represented by the individual effected—

(a) to the Spinning Master-in-charge of the concerned Mill.

Failing satisfaction,

(b) to Head Office.

(ii) If the worker feels that his case has not been properly dealt with and if the Union is satisfied that there are reasonable grounds for further investigation, the Union may then take up the question with the Managers on the workers' behalf.

21. The company's policy is to recognise one Union only, which must be non-political and non-communal in character. The recognised Union is at present the Madura Labour Union.

The Company will not entertain representations from political or communal bodies purporting to speak on behalf of its workers.

Any worker who is found to work in a manner that will prejudice the above policy may be dismissed as being guilty of misconduct under standing Order 17.

Note.—The Management regard activities on behalf of a rival union or a rival association as incompatible with this policy.

22. Each Maistry will be personally held responsible for the proper and faithful observance of the Standing Orders and of the special rules made under the Factories Act and posted in the Mill, particularly regarding the employment and working of women and children under him.

23. A copy of these Orders in English and Tamil will be posted in all departments and in such other places on the Mill premises as the management may decide, and shall be kept in a legible condition.

APPENDIX IV.

Table showing average daily wages and earnings of workers in selected occupation in Madura Mills, Madura.

Occupation.	Sex	Piece or time Rate.	No. of hours of work per shift.	No. of workers.	Average daily Basic Wages earned.	Average daily net earnings incl. over times allowances and bonuses.	Actual average net earnings in the wage period.	Average Basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.	No. of working days in the wage period.
1	2	3	4	5	6	7	8	9	10	11
					Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
Drawing Tenter	M	T	9	305	0 10 0	1 10 3	39 6 1	15 9 0	41 1 0	25
Slubbing Tenter	M	T	9	89	0 11 8	1 12 0	43 3 10	18 3 10	43 11 0	25
Inter Tenter	M	T	9	186	0 11 2	1 11 5	42 0 6	17 5 0	42 13 0	25
Roving Tenter	M	T	9	343	0 11 1	1 11 5	40 15 5	17 5 0	42 13 0	25
Roving Doffer	M	T	9	355	0 8 8	1 7 11	34 8 11	13 8 0	39 0 0	25
Ring Doffer	M	T	9	1,793	0 7 9	1 6 9	33 15 0	12 2 0	38 4 2	25
,, ...	F	T	9	83	0 7 9	1 7 7	32 14 11	12 2 0	37 0 0	25
Spinner	M	T	9	1,950	0 7 9	1 8 4	35 0 8	12 2 0	38 0 4	25
Lessona Winder	M	T	9	517	0 8 4	1 8 8	35 14 5	13 0 0	38 0 0	25
Winder	M	T	9	405	0 8 4	1 8 7	34 15 0	13 0 0	38 8 0	25
,, ...	F	T	9	10	0 8 4	1 8 0	37 1 11	13 0 0	37 8 0	25
Cooly	M	T	9	383	0 10 10	1 4 9	31 6 7	17 2 5	41 15 8	25
		/	Total ..	6,419						

APPENDIX V.

Table showing wages and earnings (weighted averages) of ***Cotton Mill Workers*** *in Madura in selected occupations.*

Occupation.	Sex.	Piece or Time.	Number of hours of work per shift.	Number of workers.	Average daily Basic wages earned.	Average daily net earnings.
	2	3	4	5	6	7
					Rs. A. P.	Rs. A. P.
Drawing Tenter ..	M	T	8,9	465	0 9 3	1 7 8
Slubbing Tenter ..	M	T	8,9	137	0 10 10	1 9 2
Inter Tenter ..	M	T	8,9	281	0 10 3	1 9 9
	M	P	9	5	0 11 9	1 3 0
Roving Tenter ..	M	T	8,9	476	0 10 7	1 9 3
	M	P	9	12	0 9 10	1 0 0
Roving Doffer ..	M	T	8,9	585	0 7 8	1 5 3
Ring Doffer	C	T	8,9	345	0 3 9	0 10 2
	M	T	8,9	2,281	0 7 5	1 6 6
	F	T	8,9	138	0 7 0	1 6 0
Spinning full siders ..	M	T	9	3,435	0 11 5	1 9 9
	F	T	9	193	0 7 2	1 3 1
Reeler	M	P	9	1,329	0 7 1	1 5 3
	F	P	9	2,897	0 7 3	1 6 1
Single-Loom Weaver ..	M	P	9	11	0 11 11	1 7 4
Double-Loom Weaver	M	P	9	139	0 13 2	1 8 7
Winder	M	T	9	429	0 7 6	1 6 7
Cone Winder ..	M	T	9	212	0 7 11	1 7 9
Pirn Winder ..	M	T	9	10	0 6 4	1 2 2
Lessona Winder ..	M	T	9	517	0 8 4	1 3 3
Cooly	M	T	9	665	0 9 2	1 4 4
			Total ..	14,562		

APPENDIX VI.

MADRAS GOVERNMENT'S COMMUNIQUE REGARDING WAGES, ETC. IN COIMBATORE COTTON MILLS.

The Ministry of Public Information has issued the following Press Communique :—

With their Press Communique of the 19th May 1938, the Government published the report of the Court of Enquiry on the labour disputes at Coimbatore with the remark that some of the recommendations of the Court were under their consideration and in respect of others they were inclined generally to endorse the conclusions of the Court. In their Communique of the 2nd July

the Government directed Mr. D. M. Strathie, I.C.S., then ' Commissioner of Labour, to proceed to Coimbatore and report as to how far matters could be satisfactorily adjusted between the employers and the workers on the question of standardisation of wages. The Government has examined the Court's recommendations once again and also the report of the Labour Commissioner and now proceed to make the following observations and recommendations for consideration and adoption in the textile mills in Coimbatore district. In giving effect to these recommendations, it should be clearly understood that where better conditions of service especially regarding wages existed prior to the 1st June 1938, such workers who have that advantage should not be adversely affected as a result of the recommendations of Government.

2. In the light of the facts elicited by the Labour Commissioner, the Government are convinced that at present complete standardisation of wages for all categories of workers is not possible in the circumstances obtaining in Coimbatore district. The schedule of rates appended to this communique which the Government recommended for adoption covers practically all well-defined classes of workers which are common to all the Mills and also a larger number of the smaller classes of workers. The Court had strongly recommended that the best wage system was to have a basic rate of pay supplemented by a Commission depending on output. The Government understand that the employers are also eager to have such a system. But the Commissioner of Labour has reported that it is difficult to devise such a system for the Coimbatore district as a whole. While the Government do not disagree with the principle of the Court's recommendations, they feel that under the special conditions prevailing at present in the district, it is not possible to give effect to it. In their view the method they have followed in arriving at the rates adopted in the schedule is, taking all circumstances into consideration, not unfair to either the workers or the employers. No attendance bonus is included or recommended as from the report of the Commissioner of Labour the Government understand that though the Court recommended such a bonus, both the employers and the workers are of the opinion that an attendance bonus is not desirable. The schedule prescribed Rs. 11 permensem as the minimum wage for adult unskilled workers. In the view of Government it is essential to improve the standard of living of the workers and it is justifiable to call upon the well-established and organised industries like Textile to give a lead in this matter. They are however, prepared to make an exception in the case of waste-pickers. Their work is light and not continuous. They are mostly old women who would find it difficult to secure employment elsewhere and whose earnings are not expected to maintain a family. As suggested by the Commissioner of Labour, the Government have prescribed a minimum wage of Rs. 7-8-0 in their case in the schedule. While the Government agree with the principle of the Court's recommendation that extra wages should be paid for workers on night shift, they consider that a flat rate of Re. 1 per worker would be adequate. This increased wage rate for workers employed exclusively during nights is not included in the schedule but is all the same strongly recommended for adoption. The Government believe that the wages now recommended are reasonable and that, given efficient management, the industry can afford to pay them and yet continue to thrive and provide employment.

3. The question of rates of wages for the weavers is still under consideration and the Government hope to be able soon to announce their recommendations in the matter.

4. The Government must make it clear that the increase in wages now recommended should take effect from the 1st June 1938. They realise that it would be impossible for the employers to work out the resultant arrears and

pay them on the next pay day this month. It is therefore recommended that the arrears should be drawn and disbursed as early as possible but in any case before the pay day in the month of September 1938.

5. The Government also wish to reiterate their position that unless there is complete discipline within the works, the workers will have no justification to expect just treatment from their employers. While employers should value contented labour as the greatest asset in any industry, strict observance of discipline and loyal work on the part of workers are the surest way to the improvement of their lot both in the immediate future and permanently. The Government commend for general adoption the rates of wages suggested in the schedule and the increased wages for night work suggested in para. 2 above.

SCHEDULE OF RATES.

Power Section.

The staff here consists of skilled technicians and varies greatly from mill to mill. Government do not propose to interfere with the discretion of the Management. Any worker now receiving between Rs. 20 and Rs. 30 should, as recommended by the Court, be given an increase of 5 per cent. on his existing pay.

Mixing Section.

Mixing coolies.—Unskilled—A standard wage of Rs. 12-14-0 is recommended as suggested by the Court.

Maistry.—The pay of the Maistry in charge of this section varies greatly with his experience and seniority. Government will not suggest any standard pay. An increase of 5 per cent. should be given to any maistry now drawing between Rs. 20 and Rs. 30.

Blow Room.

Bale breaker attendant.—Unskilled—Rs. 11 is recommended as a minimum.

Mixing Stacker or Spreader.—Rs. 11 recommended as a minimum.

Cotton-feeder or hopper attendant.—Rs. 11 recommended as a minimum.

Scutcher.—Government consider he should be classified as skilled. A pay of Rs. 15 is recommended.

Oiler.—Skilled—If employed exclusively as an Oiler a minimum standard wage of Rs. 14 recommended.

Jobber or Maistry.—Skilled—Uniformity is unnecessary. Those now geting between Rs. 20 and Rs. 30 should receive the 5 per cent. increase recommended by the Court.

Carding Section.

Lap-carrier.—Semi-skilled—Rs. 12 recommended.

Fly-carrier.—Unskilled—Rs. 11 recommended.

Card-tenter or can-tenter.—Skilled—Rs. 13 recommended.

Card-stripper.—Skilled—Rs. 16-8-0 recommended.

Grinder.—Skilled—Rs. 16-8-0 recommended.

Oiler (if employed separately).—Skilled—Rs. 14 recommended.

Jobber or Maistry.—Skilled—The rates may vary with seniority and are left to the discretion of the Management. The 5 per cent. increase suggested by the Court should be given to those whose wages are now between Rs. 20 and Rs. 30.

Fly Frame Section.

Doffing boys.—Where adolescents are employed, a standard wage of Rs. 8 recommended. Where adults are employed there should be a minimum wage of Rs. 11.

Oilers.—Where oilers are employed in this section, a minimum wage of Rs. 16 is recommended.

Drawing Tenters.—Government consider that these workmen should be classed as skilled. The system of payment varies greatly, where monthly wages are paid, there should be a minimum of Rs. 12. Where there is a separate indicator, there should also be a minimum of Rs. 12. Where piece-rates are paid, conditions vary so greatly that it is impossible to prescribe a standard piece-work rate. Government consider that the minimum wage for a workman attending every working day should be Rs. 14.

Slubbers.—Government recommended the adoption of a flat rate of 1 a. 5 ps. per hank for spindles from 81 to 102 and 11 ps. for spindles from 50 to 80 with a quarter production allowance for coarse counts of 10 and 1|6 production allowance for fine counts of 40 and above.

Inters.—Government suggest a uniform rate of 1a. 7ps. per hank with an allowance of ¼ production for working on counts of 10 and 1|6 for working on counts of 40 and over.

Rovers.—A flat rate of 1 a. 8 ps. per hank is suggested with the same allowance of ¼ production for counts of 10 and 1|6 production for counts of 40 and over.

Jobbers or Maistries.—Uniformity is impossible. The increase of 5 per cent. recommended by the Court should be given to those on pay of between Rs. 20 and Rs. 30.

Ring Frame Section.

Doffing Boys.—All are adolescents. A standard wage of Rs. 8 is recommended.

Spinners.—The following rates are suggested for *full-siders* :—

For those	working on	frames of	300 to 350	spindles	Rs. 15-8-0
,,	,,	,,	351 to 400	,,	Rs. 16-0-0
,,	,,	,,	401 to 450	,,	Rs. 16-8-0
,,	,,	,,	above 450	,,	Rs. 17-0-0

Government consider however that the rates of Rs. 16-8-0 and Rs. 17 should not apply to spinners working on counts of 40 and over on single sides. They consider that men working single sides on higher counts are subject to little strain and that Rs. 16 is therefore a reasonable wage for them.

Tarwallahs.—It is recommended that Tarwallahs, where they exist as a separate class, should be abolished. They should be replaced by a reserve of full-siders. The reserve should be about 10 per cent. of the number of workers required to man the frames. Where the Tarwallahs exist they should be treated as full-siders.

For ¾ *siders*, Rs. 11 is recommended independent of the number of spindles and for *half-siders*, Rs. 9.

Banders or Tape-stitchers.—In some cases, they are paid fixed wages, in other they are paid by piece-work. It is unnecessary to secure uniformity. A minimum standard wage of Rs. 16 is recommended. The wages of the existing men should not however be lowered.

Oilers.—If an oiler is employed in this section, his wages should approximate to that of a bander.

Doffin Jobbers.—They are usually paid by piece-rates. The general adoption of a rate of 7 ps. per 1,000 lbs. production converted to 20s. is recommended.

Line Jobbers.—They too are paid by piece-rates. A rate of 9½ pies per 1,000 lbs., production converted to 20s is recommended.

Head Jobbers or Supervisors.—This will be left to the discretion of the management.

Reeling Section.

The following table of rates is proposed for Reelers.

Counts.	*Rate for 100 lbs.* Rs. A. P.
4's	0 5 6
8's	0 7 6
10's	0 8 6
12's	0 9 6
14's	0 10 6
16's	0 11 6
18's	0 12 6
19's	0 13
20's	0 13 6
21's	0 13 11
22's	0 14 4
24's	0 15 2
26's	1 0 0
28's	1 0 10
30's	1 1 8
32's	1 2 6
40's	1 6 0
42's	1 7 0
44's	1 8 0
60's	2 0 0
80's	2 10 0

The wages for Maistries in this section vary greatly. Women are sometimes employed as maistries. In some cases, they are paid by piece-work at 0-5-6 per 1,000 lbs. of issues. In other cases, fixed wages varying from Rs. 15 to Rs. 17 are paid. In these cases the 10 per cent. increase recommended by the Court should be granted.

Bundling and Baling Section.

Paper Boy or Packer.—Unskilled—If adolescent Rs. 8 is recommended, and if adult Rs. 11.

Knot-server.—Rs. 8 for adolescents and Rs. 11 for adults recommended.

Weigher.—Skilled—A standard wage of Rs. 15 is recommended.

Knotter or Yarn Dresser.—A standard wage of Rs. 13 is recommended.

Yarn Pressmen.—A standard wage of Rs. 16 is recommended.

Baling Pressmen.—A standard wage of Rs. 14 is recommended.

For all other unskilled workers, there should be a minimum of Rs. 11 except for waste-pickers, who should be paid at Rs. 7-8-0 per mensem.

APPENDIX VII.

Standing Orders for Operatives in Cotton Mills in Coimbatore.

1. These orders shall come into force as and from 15th June 1939.

2. In these Orders, unless there is anything repugnant in the subject or context :

(a) " Operatives " means all work-people male or female employed in the mill and include Jobbers and Supervisors or overlookers.

(b) " The Company " means..... Mills Co., Ltd., and

(c) " The Manager " means the Company's Manager, or Acting Manager for the time being.

(d) The masculine includes feminine.

3. Operatives will be classed as (1) Permanent Operatives (White Cards), (2) Probationers (Blue Cards), and (3) Substitutes (Red Cards).

A " permanent " operative is one whose name has been entered in the muster roll and has been given a permanent ticket and has completed a probationary period of three months in the same or another occupation in the Mill.

A " probationer " is one who is provisionally employed to fill a permanent vacancy, and has not completed three months' service on that post. If a permanent operative is employed as a probationer in a new post, he may, at any time during the probationary period of three months, be reverted to his old permanent post.

A " substitute " is one who is employed on the post of a permanent operative or probationer, who is temporarily absent.

4. The decision of the Manager upon any question arising out of, in connection with, or incidental to these Orders, shall be final subject, however, to appeal to the Managing Agents and without prejudice to any right of an operative aggrieved by his or their decision to resort to legal proceedings in a court of Law.

5. The Mill will work each day for such number of hours as the Manager may from time to time fix in accordance with the Indian Factories Act, and the periods of work for all classes of operatives will be posted up on the Notice Board at the Time Keeper's Office as required by the Indian Factories Act, 1934. If a relay system is being worked in the Mills, operatives may be transferred from one shift to another.

6. (a) Every permanent and probationary operative without exception will be provided with a departmental ticket showing his number, and on attendance each day, shall deliver up the ticket at the place provided.

(b) Every "substitute" will be provided with a "substitute" Card, which shall be surrendered if he obtains permanent or probationary employment.

(c) Operatives shall assemble and be ready for work inside the works and in their respective places of work at the appointed time for starting work.

7. (a) Operatives attending late are liable to be shut out and treated as absent.

(b) Any operative who after presenting his ticket is found absent from his proper place or places of work during working hours without permission or other sufficient reason, is liable to be treated as absent for the period of his absence.

(c) An operative shall not leave his place of work without informing the Jobber or Maistry concerned and without obtaining a permit to go out.

8. (a) Any operative who desires to obtain leave of absence, except for a temporary purpose within the mill premises must apply previously to the Head of his Department or any officer appointed by the Manager for the purpose who, if he thinks fit may grant him leave for a period not exceeding 3 working days. If the leave granted exceeds 3 working days, the officer granting it shall keep a record of its grant and give the operative a written and signed certificate as to the period of leave granted to him. In special cases, the Manager may grant leave for a period exceeding 3 working days. In the event of an operative remaining absent in excess of the period granted, he shall lose the lien on his appointment, unless he has previously secured written permission to extend the leave originally granted and returns to work on the first working day following the period covered by any such extension. If, however, on his return to work he gives a satisfactory explanation to the Head of the Department or such other person as may have been appointed for the purpose, for his omission to apply for such an extension, his case for reinstatement when a suitable vacancy occurs shall be considered.

(b) Requests or applications for non-urgent leave of more than seven days duration will be received on two fixed days (Wednesday and Saturday) per week, and sanctioned leave in respect of such applications will ordinarily commence on the third day following the day fixed for receiving applications.

(c) Operatives shall be entitled to 6 days' casual leave and 7 days' sick leave after the completion of one year's service provided they have worked at least 90 per cent. of the working days in the year.

9. No operative shall enter or leave the mill premises except by the gate appointed for the purpose.

10. All male operatives are liable on leaving the mill premises to be searched by the gate-man, and all female operatives are liable to be detained by the gate-man for search by the female searcher, if, acting without malice, he suspects that any operative so detained or searched has wrongful possession of property belonging to the Company.

11. Notices specifying (a) the days on which the Mill will be closed, and (b) the days on which the wages will be paid will be posted as required by the Indian Factories Act and the Payment of Wages Act respectively.

12. Notices specifying the rates of wages payable to all classes of workers and for all classes of work will be displayed in a conspicuous position in the Departments in which the operatives concerned are actually working. No alterations in the rates of wages will be made without giving 14 days' notice by means of a general Notice specifying the nature of the changes proposed.

13. (a) The Company may, at any time or times, in the event of a fire, catastrophe, breakdown of machinery or stoppage of the power-supply, epidemic, civil commotion or other cause, whether of a like nature or not, beyond the control of the company, stop any machine or machines or department or departments, wholly or partially for any period or periods, without notice and without compensation in lieu of notice.

(b) In the event of a stoppage of any machine or department under this order during working hours, the operatives affected shall be informed, as soon as practicable, when work will be resumed and whether they are to remain or leave the Mill. The period of detention in the Mill shall not ordinarily exceed one hour, after the commencement of the stoppage. If the period of detention does not exceed one hour, operatives so detained shall not be paid for the period of detention. If the period of detention in the mill exceeds one hour, operatives so detained shall be entitled to receive wages for the whole of the time during which they are detained in the Mill as a result of the stoppage. In the case of piece-workers, the average daily earnings for the previous month shall be taken to be the daily wages.

(c) In the case of all piece workers, the piece rates include all stoppages for cleaning. Any incidental stoppage due to shortage of back materials or empty bobbins will not entitle them to compensation.

14. The Company may, at any time or times, in the event of shortage of orders or for any other trade reason, stop any machine or machines, or departments or departments wholly or partially, for any period without notice and without compensation in lieu of notice.

15. Any employee played off under Order 13 or Order 14 will not be considered as dismissed from service, but as temporarily unemployed, and will not be entitled to wages during such unemployment. All operatives played off will be given prior rights to reinstatement on the resumption of normal work, provided they present themselves for work when normal working is resumed.

16. The Company may, in the event of a strike affecting either wholly or partially, any one or more department or departments of the Mills, close down, either wholly or partially, such department or departments and any other departments affected by such closing down, and for any period or periods, and without notice or payment of compensation in lieu of notice to the operatives employed in such department or departments.

17. (a) The employment of any permanent operative may be terminated without assigning any reason by fourteen days' notice or payment of thirteen days' wages in lieu of notice. If he draws wages on a piece-rate basis, the thirteen days' wages shall be computed on the average daily earnings of such operative for the days actually worked during the previous wage-period.

(b) Probationary operatives other than those transferred from permanent posts in the Mill and substitutes may leave, or be discharged from service without notice by an officer not below the rank of the Head of a department.

(c) Where the employment of any person is terminated by or on behalf of the Mill, the wages earned by him shall be paid before the expiry of the second working day from the day on which his employment was terminated.

18. (a) Any permanent operative desirous of leaving the Company's service shall give seven days' notice to the Head of the Department concerned. The wages due to such an operative must, if possible, be paid on the day the notice expires, and, in any case, within two days after the expiry of the notice.

(b) If any permanent operative leaves service without notice, he shall be liable to be sued for damages.

(c) If ten or more employed persons, acting in concert absent themselves from work without due notice as required in this Order, and without reasonable cause, they will, at the discretion of the Manager and in accordance with the Payment of Wages Act, be liable to a deduction from their earned wages of an amount not exceeding six days' earnings in each case.

19. Any wages due to an operative but not paid on the usual pay-day on account of their being unclaimed will be paid by the Company on the unclaimed wages pay day succeeding the day on which a substituted claim was presented by the operative or on his behalf by his legal representative, provided that such claim is submitted within six months.

20. Any operative who is adjudged by the Manager on examination of the man, if present, and of the facts to be guilty of misconduct is liable to be dismissed without notice or, alternatively, to be suspended for a period not exceeding four days.

The following acts or omissions will be treated as misconduct—

(a) Wilful insubordination or disobedience whether alone or in combination with another or others, to any lawful and reasonable order of a superior.

(b) Striking work either singly or with other operatives without giving 14 days' previous notice.

(c) Inciting whilst on the premises any operative to strike work.

(d) Theft, fraud or dishonesty in connection with the Company's business or property.

(e) Taking or giving bribes or any illegal gratification whatsoever.

(f) Habitual absence without leave or absence without leave for more than three consecutive working days without sufficient cause.

(g) Habitual late attendance.

(h) Habitual breach of any Standing Orders.

(i) Collections of any moneys within the mill premises for purposes not sanctioned by the Manager.

(j) Drunkenness or riotous or disorderly behaviour during working hours or any act subversive of discipline or efficiency.

(k) Habitual negligence or neglect of work.

(l) Habitual breach of any rules, or instructions for the maintenance and running of any Department or maintaining its cleanliness and any other serious act of misconduct.

An operative suspended under this order will not be permitted to work in the mills for the period of suspension, and no remuneration will be paid or be due to him for this period.

21. Operatives may be fined for any of the underquoted offences, but the offence, if repeated, or in any gross case, may be treated as misconduct under Order 20. Fines will be imposed in accordance with the provisions of the Payment of Wages Act for the following offences, or at the discretion of the Manager for acts of misconduct specified in Order 20 as an alternative to dismissal or suspension :—

(1) Absence without leave without sufficient cause.

(2) Negligence in work or neglect of work.

(3) Smoking on the Mill premises or in possession of smoking materials.

(4) Entertaining or leaving, or attempting to enter or leave the Mill premises except by the gate provided for the purpose.

(5) Absence without leave or without sufficient cause from appointed work in the Mill.

(6) Breach of any rules or instructions for the maintenance and running of any department and maintaining its cleanliness.

(7) Damage to work in process or to any other property of the Company.

(8) Interference with any safety devices installed in the Mills.

(9) Distributing or exhibiting inside the Mill premises hand-bills, pamphlets or posters without the previous sanction of the Manager.

(10) Losing tickets and/or tokens.

No fines shall be imposed except by the Officers authorised under the Payment of Wages Rules, and until the operative concerned has been given an opportunity of being heard.

22. All fines imposed on operatives and realised will be credited to a special fund which will be utilised for such purposes as may be approved in this behalf by the local Government in accordance with the provisions of the Payment of Wages Act.

23. When any probationary or permanent operative is summarily dismissed, suspended or discharged, or leaves the services of the Company, or is granted leave of absence, he will, except in cases of general retrenchment, closing down of departments, strike or lock-out, be given a written order in the form prescribed by the Company from time to time.

24. Each overlooker, Jobber or Maistry will be personally held responsible for the proper and faithful observance of the Standing Orders and of the special rules made under the Factories Act and posted in the Mill particularly regarding the employment and working of women and children under him.

25. A copy of these Orders in English and Tamil will be posted near the Timekeeper's Office, and in all departments and such other places on the Mill premises as the Company may decide, and shall be kept in a legible condition. An abstract of these Standing Orders will be supplied to every permanent operative and every probationer engaged *on and after* 15*th June* 1939.

26. Except to the extent of making by-laws or rules not inconsistent with these Standing Orders for the maintenance or running of any departments, maintaining cleanliness or other similar matters of internal administration, the Company will not rescind, add to or otherwise alter these Standing Orders without the previous written consent of the Southern India Millowners' Association, Coimbatore.

27. Notwithstanding anything to the contrary contained in these Standing Orders, it shall be lawful for the Company by a resolution of its Board of Directors that circumstances require or justify that such action shall be taken after giving not less than fourteen days' notice to its operatives of its intention to do so, to substitute for the then existing system of employment of its labour a system of day to day employment. Upon the introduction of a system of day to day employment, such of these Standing Orders as are inconsistent with a system of day to day employment shall cease to apply, and the employment of an operative shall be determinable by either the Company or the operative at 24 hours' notice.

APPENDIX VIII.

Table showing Wages and Earnings (Weighted averages) of Cotton Mill Workers in Bengal in Selected Occupations.

Occupation.	SEX.	Piece or Time.	Number of hours of work per shift.	Number of workers.	Average daily Basic Wages earned.	Average daily net earnings.
1	2	3	4	5	6	7
Drawing Tenter	M	P,T	9,8	84	0 9 4	1 4 6
Inter Tenter	M	P,T	9,8	121	1 0 5	1 15 6
Slubbing Tenter	M	P,T	9,8	73	0 12 3	1 7 1
Roving Tenter	M	P,T	9	82	0 12 2	1 2 11
Piecer	M	T	9	1,201	0 8 11	1 4 11
Double Piecer	M	T	8,9	116	0 11 3	1 10 2
Head Piecer	M	P	9	12	1 5 2	2 11 2
Doffer	M	T	8,9	633	0 8 9	1 5 8
Colour Winder	M	P	9	127	0 11 2	1 12 7
	F	P	9	31	0 11 4	1 5 11
Drum Winder	M	..	9	6	0 12 2	0 12 2
Pirn Winder	M	P,T	9	155	0 11 1	0 15 11
	F	T	9	10	0 10 0	1 0 5
Winder	M	T	9	59	0 13 3	1 11 9
	F	P	9	44	0 6 9	1 6 4
Resocona Winder	M	P	9	195	0 8 4	1 7 9
	F	P	9	285	0 5 4	1 4 4
Cone Winder	M	T	9	49	0 5 3	0 12 0
Inter Winder	M	P	9	13	0 6 2	1 2 7
Lessona Winder	M	P	9	21	0 11 2	1 10 7
	F	P	9	23	0 8 10	1 6 11
Cord Winder	M	P	9	2	0 10 4	1 9 7
Cheese Winder	M	P,T	9	49	0 7 7	1 5 5
	F	P	9	3	0 8 2	1 7 5
Grey Winder	M	P,T	9	282	0 11 0	1 3 0
	F	P	9	134	0 9 1	1 0 6
Single-Loom Weaver	M	P	9	62	0 7 6	1 1 9
Two-Loom Weaver	M	P,T	9	2,735	0 15 5	2 4 9
Three-Loom Weaver	M	P	9	9	1 2 2	2 0 6
Weaver, Tape-Making	M	P,T	9	314	1 1 8	1 6 6
Reeler	M	P,T	9	289	0 8 4	1 3 9
	F	P	9	96	0 8 3	0 15 5
Cooly	M	P,T	9	991	0 10 0	1 6 0
Total				8,306		

APPENDIX IX(a).

Frequency table showing average daily Basic Wages in selected occupations in 13 Cotton Mills covered by the wage census in Bengal.

Occupation.	Number of workers whose average daily Basic Wages were :—											
	Under -/4/-	-/4/- & under -/6/-	-/6/- & under -/8/-	-/8/ & under -/10/-	-/10/ & under -/12/-	-/12/- & under -/14/-	-/14/- & under Re. 1/-	Re. 1/- & under 1/2	1/2/- & under 1/4/-	1/4/- & under 1/8/-	1/8/- & under 1/12/-	Total.
Drawing Tenter	..	..	34	17	6	27	..	..	..	..	..	84
Inter Tenter	..	..	6	..	23	..	6	..	86	..	..	121
Slubbing Tenter	..	..	..	11	3	55	4	..	..	..	..	73
Roving Tenter	..	..	4	19	20	8	31	..	..	..	..	82
Piecer	..	95	61	1,036	9	..	..	..	..	..	..	1,201
Double Piecer	..	..	..	50	3	63	..	..	..	..	..	116
Head Piecer	..	..	..	..	..	..	..	..	..	12	..	12
Doffer	..	..	136	479	18	..	..	..	..	..	..	633
Colour Winder	..	..	10	9	139	..	..	..	..	..	..	158
Drum Winder	..	..	..	..	..	6	..	..	..	..	..	6
Pirn Winder	..	3	31	8	93	12	..	..	18	..	..	165
Winder	..	..	44	11	..	..	48	..	..	..	..	103
Rasocona Winder	..	285	..	195	..	..	..	..	..	..	..	480
Cone Winder	..	49	..	..	..	..	..	..	..	..	..	49
Inter Winder	..	..	13	..	..	..	..	..	..	..	..	13
Lessona Winder	..	..	..	23	21	..	..	..	..	..	..	44
Cord Winder	..	..	..	..	2	..	..	..	..	..	..	2
Cheese Winder	..	7	..	45	..	..	..	..	..	..	..	52
Grey Winder	..	..	67	184	92	19	13	12	11	18	..	416
Single-Loom Weaver	..	11	7	44	..	..	..	..	..	..	..	62
Two-Loom Weaver	..	..	..	..	166	674	..	1,895	..	..	..	2,735
Three-Loom Weaver	..	..	..	..	..	..	..	..	9	..	..	9
Weaver Tape making	..	..	..	..	32	..	154	31	5	51	41	314
Reeler	..	..	37	348	..	..	..	..	..	..	..	385
Cooly	..	..	137	97	670	59	18	10	..	..	..	991
Total	..	450	587	2,576	1,297	923	274	1,948	129	81	41	8,306
Percentage to total	..	5·42	7·07	31·02	15·62	11·11	3·30	23·44	1·55	0·98	0·49	100

APPENDIX IX(b).

Frequency table showing average daily Net Earnings in selected occupations in 13 Cotton Mills covered by the wage census in Bengal.

Occupation.	Number of workers whose average daily Net Earnings were :—										
	Under -/8/-	-/8/- & under -/12/-	-/12/- & under Re. 1/-	Re. 1/- & under Rs. 1/4/-	Rs. 1/4- & under Rs. 1/8/-	Rs. 1/8/- & under Rs. 1/12/-	Rs. 1/12/- & under Rs. 2/-	Rs. 2/- & under Rs. 2/4/-	Rs. 2/4/- & under Rs. 2/8/-	Rs. 2/8/- & under Rs. 2/12/-	Total.
Drawing Tenter	..	..	15	42	..	27	..	..	..	..	84
Inter Tenter	..	6	4	13	12	..	..	..	86	..	121
Slubbing Tenter	..	..	12	2	7	48	4	..	..	..	73
Roving Tenter	..	4	19	8	51	..	..	..	..	..	82
Piecer	..	..	200	220	781	..	..	..	..	..	1,201
Double Piecer	..	..	..	..	50	..	66	..	..	..	116
Head piecer	..	..	..	..	..	..	..	..	..	12	12
Doffer	..	35	154	11	32	401	..	..	..	..	633
Colour Winder	..	..	3	16	28	111	..	..	..	..	158
Drum Winder	..	..	6	..	..	..	..	..	..	..	6
Pirn Winder	..	22	20	114	9	..	..	..	..	..	165
Winder	..	..	..	11	44	..	48	..	..	..	103
Resocona Winder	..	..	..	..	480	..	..	..	..	..	480
Cone Winder	..	..	49	..	..	..	..	..	..	..	49
Inter Winder	..	..	..	13	..	..	..	..	..	..	13
Lessona Winder	..	..	..	..	23	21	..	..	..	..	44
Cord Winder	..	..	..	..	..	2	..	..	..	..	2
Cheese Winder	..	7	..	..	45	..	..	..	..	..	52
Grey Winder	..	26	180	68	43	99	..	..	..	..	416
Single Loom Weaver	..	2	35	..	15	..	10	..	..	..	62
Two Loom Weaver	..	..	..	213	256	371	..	..	..	1,895	2,735
Three Loom Weaver	..	..	..	..	..	..	..	9	..	..	9
Weaver Tape Making	..	..	32	31	119	132	..	..	..	..	314
Reeler	..	15	22	172	176	..	..	..	..	..	385
Cooly	..	41	127	169	20	634	..	..	..	..	991
Total	..	158	878	1,103	2,191	1,846	128	9	86	1,907	8,306
Percentage to total	..	1·90	10·57	13·28	26·38	22·23	1·54	0·11	1·03	22·96	100

APPENDIX X.

Statement showing the rates of dearness allowance paid by Cotton Mills in Bengal.

		Rate of Dearness Allowance.	
24—Parganas—			
A. ..	..	Below Rs. 30/- p.m.	Rs. 24/9/- p.m.
		Rs. 30/- and above	Rs. 33/5/- p.m.
B. ..	..	Rs. 2/- per week plus 0-10-6 as War Allowance.	
C. ..	..	Below Rs. 35/- p.m.	50% of wages earned.
		Rs. 35/- and above.	33⅓% ,, ,, ,,
D. ..	..	Time-rated workers	20% of their pay.
		Piece -rated ,,	50% of their pay.
E. ..	..	Re. 0/6/0 per day.	
Howrah—			
A. ..	..	Rs. 2/- per week plus War Bonus varying between 0/1/6 to 0/8/0 per day to each worker.	
B. ..	..	Re. 0/11/0 per rupee earned.	
C. ..	..	0/4/0 per rupee to piece-rated workers.	
		0/6/0 per rupee to daily rated workers.	
		25% of their pay to monthly ,,	
D. ..	..	Rs. 2/- per week plus 20% of their pay.	
Hooghly—			
A. ..	..	Upto Rs. 15/- p.m.	.. 100%
		Rs. 15/- Rs. 30/-	.. 75%
		Rs. 30/- Rs. 50/-	.. 62%
		Rs. 50/- & above	.. 50%
B. ..	..	Upto Rs. 15/-	.. 0 10 0 per rupee.
		Rs. 15/- to Rs. 50/-	.. 0 9 9 ,, ,,
		Rs. 50/- to Rs. 75/-	.. 0 4 0 ,, ,,
		Rs. 75/- to Rs. 100/-	.. 0 3 0 ,, ,,
C. ..	..	0 7 6 per rupee	
D. ..	..	0 8 0 per rupee	
Dacca—			
A. ..	..	Rs. 12/8/- per month	
B. ..	..	Rs. 12/8/- per month	
C. ..	..	Rs. 13/-/- per month to monthly rated.	
		Re. 0/8/4 per day to daily and piece-rated workers.	

APPENDIX XI.

Statement showing the prevailing rates of bonuses in the Cotton Mill Industry at Bengal.

Units	Bonus	
	Attendance	Production
A.	....	43⅓% to the Weaving Department.
B.	As .-/5/- per day	....
C.	As. -/12/- per week to workers in the spinning doffer and interslubbing section and As. -/6/- per week to the drawing and winding section for min. presence of 4 days in a week.	....
D.	As. -/2/- per day	
E.	Rs. 3/- for full month's presence. Rs. 2/- for 1 day's absence in a months, Re. 1/- for 2 days' absence in a month.	Rs. 10/- per month for 75% of efficiency. Rs. 6/- per month for 70% of efficiency. Rs. 4/- per month for 65% of efficiency.
F.	Do.	....
G.	....	....
H.	As. -/1/6 per week to those who get d. a. are present during the whole week ..	....
I.	Rs. 2/- per month for full attendance ..	....
J.	Re. 1/- per week for full presence and Rs. 1/8/- for night shift	
K.	As. -/2/6 for each attendance @ 2/8/- for full presence during a fortnight to the weavers. @ -/8/- for full attendance for a week ..	Efficiency bonus Rs. 3 to 10/-.
L.	@ Re. 1/- for full attendance in a week ..	10% of the wages.
M.	As. -/1/6 per rupee for full attendance in Spinning Dept.	
N.	As. -/2/- daily	
O.	....	As. -/1/- to -/4/- per day in different departments.

APPENDIX XII.

Statement showing the number of persons registered as well as the number of persons placed in employment by the Labour Bureau at Cawnpore for the years 1938-39 *to* 1943-44.

Industries.	REGISTERED.						FOUND EMPLOYMENT.					
	1938–39	1939–40	1940–41	1941–42	1942–43	1943–44	1938–39	1939–40	1940–41	1941–42	1942–43	1943–44
A. Cotton Textiles—												
Weaving . .	3,087	2,184	1,060	1,104	1,115	886	1,377	656	195	605	991	602
Spinning . .	2,455	2,051	2,998	3,306	3,980	3,978	796	445	640	690	1,557	1,133
Carding . .	1,589	1,754	1,249	867	1,201	774	481	457	536	616	1,390	559
Reeling . .	354	311	221	127	318	115	107	100	183	160	330	97
Coolies . .	1,682	1 774	1,720	1,358	1,431	1,319	350	312	174	387	431	154
Miscellaneous .	2,741	2,187	1,794	1,386	1,469	1,002	997	772	537	579	1,034	395
B. Woollen.												
Weaving . .	*Nil*	..	330	278	626	84	..	..	330	309	751	89
Spinning . .	..	..	307	1,199	502	206	..	..	307	243	534	313
Carding . .	..	..	50	60	159	96	..	..	50	80	183	100
Reeling . .	..	..	..	..	..	..	..	..	..	..	..	..
Coolies . .	..	..	174	229	302	141	..	..	174	310	357	178
Miscellaneous .	..	..	310	304	638	396	..	..	310	348	728	405
C. Jute.												
All Categories .	..	..	22	8	3	1	..	..	4	..	1	..
D. Leather.												
All Categories .	..	1,966	4,409	7,000	10,379	5,129	..	1,966	4,299	7,419	10,692	5,136
E. Miscellanebus												
All Categories	..	..	128	1	2	3	..	..	64	1	55	..
Total .	11,908	12,227	14,772	16,227	22,125	14,130	4,108	4,708	7,803	11,747	19,034	9,161

NOTES:—1. For 1940/41, 1941/42, 1942/43 and 1943/44. The total shows figures by Industries & in the case of the cotton textiles and woollen Industries the various Categories are also shown.

2. The excess of the numbers of found employment against those registered is due to re-employment of men previously registered.

3. In the years 1938/39, 1939/40 Woollen, Jute and Miscellaneous industries were included in the figures shown against Miscellaneous.

APPENDIX XIII

Statement showing the number and percentage of permanent, temporary, relieving and casual workers in cotton textile Mills at Cawnpore during December 1944.

Unit. No.	Permanent.		Temporary.		Relievers.		Casual		Total.
	No.	P. C.	No.	P. C.	No.	P. C.	No.	P. C.	No.
1	6,083	69	2,587	29	..	..	166	2	8,836
2	6,263	77	1,852	23	..	..	..	..	8,115
3	6,050	88	482	7	..	..	363	5	6,895
4	4,838	90	555	10	..	..	..	..	5,393
5	1,179	93	90	7	..	..	..	..	1,269
6	4,474	89	576	11	..	..	..	..	5,050
7	1,560	82	328	17	..	..	13	1	1,901
8	4,033	77	1,037	20	178	3	..	..	5,248
9	1,353	69	322	16	260	13	29	1	1,964
10	2,290	70	507	15	175	5	300	9	3,272
11	2,719	83	564	17	..	..	..	..	3,283
12	806	88	110	12	..	..	..	..	916
13	..	..	50	100	..	..	..	..	50
14	25	100	..	..	..	..	..	..	25
15	20	69	9	31	..	..	..	..	29
Grand Total	41,693	80	9,069	17	613	1	871	2	52,246

APPENDIX XIV.

Statement showing the average earnings of cotton mill operatives at Cawnpore during the year 1929 *and* 1937.

No.	Category Designation.	Earnings per month*	
		1929	1937
		Rs.	Rs.
1	Opener Attendants	16·35	16·03
2	Scutcher Attendants	16·12	15·70
3	Lap Carriers	17·15	16·92
4	Card Machine Attendants	15·90	16·15
5	Fly Gatherers	17·31	17·41
6	Strippers	16·46	16·59
7	Drawing Tenters	25·23	28·00
8	Slubbing Tenters	27·75	29·07
9	Inter Tenters	25·84	25·52
10	Roving Tenters	23·80	21·69
11	Doffers Carding	12·06	11·45
12	Doffers Spinning	12·53	12·68
13	Siders	17·63	18·84
14	Doubling Tenters	16·74	17·10
15	Reelers	15·69	12·15
16	Grey Winders (O. T.)	20·05	19·92
17	Grey Winders (H. S.)	23·18	22·76
18	Warpers (O. T.)	40·17	38·05
19	Warpers (H. S.)	38·40	59·68
20	Warping Creelers	14·14	14·83
21	Front Sizers	29·20	31·80
22	Back Sizers	19·61	20·61
23	Drawers-in	26·57	30·47
24	Reachers	12·65	13·65
25	Weavers	36·67	37·07
26	Folders Machine	16·01	15·15
27	Folders Hand	15·86	16·58
28	Coolies	..	..
29	Oilmen	17·02	16·07
30	Sweepers (D)	12·64	13·33
31	Sweepers (Compound)	12·40	12·44

Figures relate to the month of March in the two respective years.

APPENDIX XV.

Table showing wages and earnings (weighted averages) of cotton mill workers in Cawnpore in selected occupations.

Name of the occupation.	Sex	Piece or Time.	Number of hours of work.	Number of workers.	Average daily basic wages.	Average daily net earnings.
					Rs. A. P.	Rs. A. P.
Drawing Tenter	M	P	10	660	1 1 8	2 5 4
Do.	,,	,,	9	125	0 14 7	1 14 1
Slubbing Tenter	,,	,,	10	254	1 5 2	2 7 2
Do.	,,	,,	9	61	0 14 3	1 13 5
Inter Tenter	,,	,,	10	389	1 0 0	2 2 4
Do.	,,	,,	9	118	0 13 4	1 12 10
Roving Tenter	,,	,,	10	390	0 13 8	2 0 3
Do.	,,	,,	9	132	0 15 2	1 14 2
Mule Piecer	,,	,,	10	437	0 12 11	2 1 2
Ring Piecer	,,	,,	10	825	0 13 7	1 15 4
Do.	,,	T	10	1,089	0 11 1	1 13 1
Do.	,,	P	9	62	0 14 10	1 15 3
Do.	,,	T	9	116	0 11 5	1 10 5
Ring Doffer	,,	P	10	353	0 10 5	1 12 4
Do.	,,	,,	9	239	0 9 4	1 7 11
Winder	,,	,,	11	162	0 13 8	1 14 11
,,	,,	,,	10	286	0 12 10	1 14 4
,,	,,	,,	9	129	0 13 0	1 13 2
,,	F	,,	9	4	0 12 10	2 1 3
Colour winder	M	,,	10	67	1 1 4	2 4 8
Do.	,,	,,	9	109	1 0 7	2 2 4
Grey winder	,,	,,	10	425	0 14 2	2 0 9
Do.	,,	,,	9	447	0 9 10	1 8 7
High speed winder	,,	,,	10	160	0 15 8	2 4 7
Do.	,,	,,	9	135	0 8 5	1 10 8
Reeler	,,	,,	10	1,031	0 7 10	1 11 0
,,	,,	,,	9	505	0 11 0	1 10 9
,,	F	,,	10	50	0 5 6	1 7 9
,,	,,	,,	9	45	0 4 5	0 15 4
Single loom weaver	M	,,	10	427	1 1 8	2 3 4
Do.	,,	,,	9	841	1 1 5	1 14 5
Weaver (Two looms)	,,	,,	10	4,689	1 4 11	2 7 1
Do.	,,	,,	9	3,897	1 4 5	2 4 4
Weaver (Three looms)	,,	,,	10	340	1 10 0	2 14 3
Weaver (Four looms)	,,	,,	9	138	1 9 7	2 9 0
Cooly	M	T	10	1,508	0 9 4	1 11 8
,,	,,	,,	9	847	0 9 1	1 11 6
		Total		21,992		

APPENDIX XVI.

Note on the Labour Welfare Activities of the Government of United Provinces.

The U. P. Government for the first time accepted responsibility for Labour Welfare Work in 1937 when it granted a sum of Rs. 10,000 during the financial year 1937-38 to ameliorate the conditions of the workers, to wean them away from drink and drugs and to inculcate the habits of temperance and promote their happiness and wellbeing. To start with, four welfare centres were started in Cawnpore providing facilities such as free medical aid including free medicines, free reading rooms and libraries and some indoor and outdoor games. The staff at each centre consisted of an organiser and an assistant for supervising the activities of the centre and to carry on propaganda among the workers and a medical officer and a compounder to look after the dispensary. A comprehensive scheme for the extension of welfare work received Government sanction in January 1943. The number of welfare centres has been increased to 13 consisting of 3 ' A ' class, 4 ' B ' class and 6 ' C ' class. The activities of these centres can be classed as under :—

A. Health (Medical aid, milk distribution, and physical culture).

B. Instructional (Library, Reading Room, adult schools, etc.).

C. Entertainment.

D. Children's and women's section (child welfare, maternity welfare, tailoring classes, adult education, etc.).

' A ' class centres provide all the above amenities, ' B ' class similarly provide all but only on a smaller scale, ' C ' class centres are in the nature of workers' clubs catering mainly for recreation and serving as feeder centres to those in categories ' A ' and ' B '.

Every welfare centre is equipped with a dispensary, a reading room and a library, a refreshment room, a gymnasium, co-operative store, a games room and a children's clinic. Cradles are provided in all ' A ' and ' B ' types of centres. A whole time nurse and a maid servant are also in attendance. Soap, oil and change of clothes are provided for the use of the children. In all the ' A ' and ' B ' types of welfare centres, radio sets have been provided for the entertainment of the workers. Provision has also been made for games and sports and a tournament is annually conducted by the Department in which the teams of the various local mills participate. The Department has also got a cinema van and a talkie apparatus which are utilised to give free cinema shows to the workers. For the entertainment and instruction of workers, musicians have been appointed by the Department. They guide and direct amateur musicians and also hold periodical music parties for the amusement of workers. Allopathic and homeopathic doctors are employed at ' A ' and ' B ' types of welfare centres respectively. Besides attending the dispensary, the medical officers visit workers at their homes if they are too ill to attend the dispensary. Medicines and in some cases milk are supplied free. Midwives and nurses attend to maternity cases in the Labour *ahatas* and *bustees* under the direct supervision of the Medical Officer in charge. Children attending the centres are washed, bathed and massaged free of charge. Soap, oil and towels are supplied free for the purpose. Regular records are kept of the weight and general health of children attending the centres. Propaganda work in connection with maternity and child welfare is also undertaken by the nurses. Baby shows are organized and prizes given in deserving cases.

The ' A ' class welfare centres have besides tailoring classes where qualified sewing instructresses train labour class women in sewing, knitting, embroidery work, etc.

APPENDIX XVII.

Table showing earnings (weighted averages) of cotton mill workers in Nagpur in selected occupations.

Occupation.	Sex.	Piece or Time.	Number of hours of work per shift.	Number of workers.	Average daily net earnings.
1	2	3	4	5	6
					Rs. A. P.
Drawing Tenter	M	P/T	9	372	1 15 6
Slubbing Tenter	M	P/T	9	70	2 0 0
Inter Tenter	M	P/T	9	122	2 0 4
Roving Tenter	M	P/T	9	166	1 15 4
Ring Doffer	M	T	9	1,426	1 7 8
Single Sider	M	T	9	2,653	1 13 11
Winder	M	P	9	281	1 6 0
,,	F	P	9	605	1 6 8
Reeler	F	P	9	1,442	1 6 2
Weaver—one Loom	M	P/T	9	3,834	1 14 0
Weaver—Two Looms	M	P	9	1,122	2 6 9
Cooly	M	T	9	540	1 10 1
,,	F	T	9	7	1 10 0
		Total	..	12,640	

APPENDIX XVIII.

Table showing wages and earnings (weighted averages) of cotton mill workers in Akola in selected occupations.

Occupation.	Sex.	Piece or Time	Number of hours of work per shift.	Number of workers.	Average daily Basic Wages earned.	Average daily net earnings.
1	2	3	4	5	6	7
					Rs. A. P.	Rs. A. P.
Drawing Tenter	M	P	9	67	0 12 1	1 10 8
Slubbing Tenter	M	P	9	20	0 13 9	1 12 10
Inter Tenter	M	P	9	41	0 10 9	1 7 6
Roving Tenter	M	P	9	74	0 10 7	1 9 3
Ring Doffer	M	P	9	193	0 6 0	1 4 7
Single Sider	M	P	9	346	0 9 7	1 8 0
Double Sider	M	P	9	12	1 0 10	1 15 2
Universal Winder	M	P	9	47	0 12 3	1 10 7
,,	F	P	9	45	0 11 11	1 10 3
Cheese Winder	F	P	9	7	0 10 8	1 9 1
Grey Winder	M	P	9	20	0 11 5	1 9 10
,,	F	P	9	109	0 7 11	1 6 4
Colour Winder	F	P	9	31	0 10 8	1 9 1
Reeler	M	P	9	118	0 10 9	1 11 11
,,	F	P	9	196	0 6 9	1 7 3
Weaver—One Loom	M	P	9	124	0 12 10	1 12 1
Weaver—Two Looms	M	P	9	393	1 5 10	2 4 4
Cooly	M	T	9	104	0 11 1	1 0 4
,,	F	T	9	2	0 4 11	1 3 4
		Total	.	1,949		

APPENDIX XIX —(*a*)

Frequency table showing average daily Basic wages in selected occupations in 4 cotton mills covered by the wage census in Delhi.

Occupations.	Number of workers whose average daily Basic wages were :—												
	As 4 and under As. 6	As. 6 and under As. 8	As. 8 and under As.10	As. 10 and under As. 12	As. 12 and under As.14	As. 14 and under Re. 1	Re. 1 and under Rs. 1/2	Rs. 1/2 and under Rs. 1/4	Rs. 1/4 and under Rs. 1/8	Rs. 1/8 and under Rs. 1/12	Rs. 1/12 and under Rs. 2.	Rs. 2 and over.	Total
Drawing Tenters	..	..	..	..	..	19	36	20	54	53	..	12	194
Slubbing Tenters	..	..	..	..	..	15	23	27	33	8	..	..	106
Inter Tenters	..	..	..	..	16	93	57	9	8	..	..	..	183
Roving Tenters	..	..	..	88	71	102	..	..	28	..	..	..	288
Mule Piecers	..	..	..	..	..	15	..	..	8	..	..	..	23
Doffers	..	..	760	..	..	..	..	..	..	..	..	..	760
Tarwallas	..	..	180	..	..	..	..	..	..	..	..	..	180
Double Siders	..	..	..	65	158	..	..	176	92	..	..	..	491
Triple Siders	..	..	..	..	..	..	..	..	..	18	..	..	18
Full Siders	..	..	..	27	464	..	..	..	..	..	..	..	491
Half Ring Piecers	..	6	..	10	..	..	..	..	..	..	..	..	16
Ring Piecers (Single)	..	..	..	72	25	..	..	..	..	..	..	..	97
Universal Winders	..	..	30	39	..	..	..	..	..	..	..	..	69
Winders	..	10	11	107	..	..	..	..	..	..	..	..	128
High Speed Winders	..	..	..	170	..	..	..	..	..	..	..	..	170
Colour Winders	..	..	..	17	37	..	..	11	..	..	..	..	65
Pirn Winders	..	..	196	121	..	..	..	..	..	..	..	..	317
Grey winders	..	..	..	223	107	..	..	..	..	..	..	..	330
Multiple Winders	..	..	..	..	12	..	..	..	..	..	..	..	12
Cone Winders	..	..	62	207	..	..	..	..	..	..	..	..	269
Reelers	..	416	14	61	35	14	..	..	..	..	..	..	540
1-loom weavers	16	..	5	..	13	7	61	69	..	125	..	..	296
2-loom weavers	..	..	..	..	..	327	89	..	82	723	841	588	2,650
4 -loom weavers	..	..	..	..	..	..	..	..	..	..	..	18	18
6-loom weavers	..	..	..	..	..	..	..	..	..	..	..	32	32
8-loom weavers	..	..	..	..	..	..	..	..	..	..	..	9	9
Coolies	..	..	71	13	..	..	..	..	..	..	..	..	84
Total ..	32	427	1,435	1,103	938	592	266	312	305	927	841	659	7,837
Percentage to total ..	0·41	5·45	18·31	14·07	11·97	7·56	3·39	3·98	3·89	11·83	10·73	8·41	100

APPENDIX XIX—(*b*)

Frequency table showing average daily Net Earnings in selected occupations in 4 cotton mills covered by the wage census in Delhi.

Occupations.	Number of workers whose average daily Net Earnings were :—										
	As. 12 and under Re. 1.	Re. 1 and under Rs. 1/4.	Rs. 1/4 and under Rs. 1/8.	Rs. 1/8 and under Rs. 1/12.	Rs. 1/12 and under Rs. 2.	Rs. 2 and under Rs. 2/4.	Rs. 2/4 and under Rs. 2/8	Rs. 2/8 and under Rs. 2/12.	Rs. 2/12 and under Rs. 3	Rs. 3 and over.	Total
Drawing Tenters	..	..	..	19	..	..	36	54	73	12	194
Slubbing Tenters	..	..	..	5	3	..	57	33	4	4	106
Inter Tenters	..	..	16	..	..	51	108	8	..	..	183
Roving Tenters	..	..	25	..	..	236	..	28	..	..	289
Mule Piecers	..	..	23		..	..	..	..	..	..	23
Doffers	..	73	..	..	687	..	..	..	..	..	760
Tarwallas	..	..	..	..	180	..	..	..	..	..	180
Double Siders	..	..	..	..	65	158	176	92	..	..	491
Triple Siders	..	..	..	..	..	..	..	..	18	..	18
Full Siders	..	..	..	..	27	464	..	..	..	..	491
Half Ring Piecers	6	..	..	..	10	..	..	..	..	..	16
Ring Piecers (Single) ..	..	..	72	..	..	25	..	..	..	..	97
Universal Winders.. ..	..	3	..	..	66	..	..	..	..	..	69
Winders	21	..	..	..	107	..	..	..	..	..	128
High Speed Winders ..	..	..	..	..	82	88	..	..	..	..	170
Colour Winders	..	..	..	..	17	37	11	..	..	..	65
Pirn Winders	..	..	..	..	317	..	..	..	..	..	317
Grey Winders	..	..	..	..	222	108	..	..	..	..	330
Multiple Winders	..	..	..	..	..	12	..	..	..	..	12
Cone Winders	..	..	..	62	207	..	..	..	..	..	269
Reelers	58	..	..	358	75	49	..	..	..	..	540
1-loom weavers	..	16	9		..	9	137	124	1	..	296
2-loom weavers	..	..	..	..	..	416	82	..	723	1,429	2,650
4-loom weavers	..	..	..	..	..	..	..	..	..	18	18
6-loom weavers	..	..	..	..	..	..	..	..	..	32	32
8-loom weavers	..	..	..	..	..	..	..	..	..	9	9
Coolies	..	19	..	10	55	..	..	..	..	..	84
Total ..	85	111	145	454	2,120	1,653	607	339	819	1,504	837
Percentage to total ..	1·08	1·42	1·85	5·79	27·05	21·09	7·75	4·33	10·45	19·19	100

APPENDIX XX.

Table showing wages and earnings (weighted averages) of cotton mill workers in Lahore in selected occupations.

Occupation.	Sex.	Piece or Time.	Number of hours of work.	Number of workers.	Average daily basic wages.	Average daily net earnings.
1	2	3	4	5	6	7
					Rs. A. P.	Rs. A. P.
Drawing Tenter ..	M	P	9	43	1 5 0	2 1 11
Slubbing Tenter ..	M	P	9	16	1 4 7	2 0 6
Inter Tenter ..	M	P	9	28	1 1 1	1 12 5
Roving Tenter ..	M	P	9	33	0 14 3	1 7 10
Half Piecer ..	M	T	9	31	0 8 8	1 3 3
Three-fourths Piecer ..	M	T	9	62	0 10 5	1 4 2
Full Piecer	M	T	9	94	0 13 8	1 9 4
Doubling Piecer ..	M	T	9	2	0 8 0	0 15 4
Ring Doffer ..	M	T	9	81	0 7 4	1 0 10
Frame Doffer ..	M	T	9	55	0 7 5	1 1 1
Reeler	M	T	9	4	0 10 0	1 11 11
,, ..	M	P	9	148	0 10 7	1 6 6
,, ..	F	P	9	24	0 10 5	1 4 0
Winder	M	P	9	76	1 1 3	1 8 1
Weaver (One Loom) ..	M	P	9	34	0 15 0	1 7 10
Weaver (Two Looms)	M	P	9	128	1 9 5	2 7 7
Weaver (One & Two Looms)	M	P	9	48	1 3 9	1 9 5
Cooly	M	T	9	117	0 10 7	1 3 10
		Total ..		1,024		

APPENDIX XXI (a).

Frequency table showing average daily basic wages in selected occupations in 3 cotton mills covered by the wage census in Lahore.

Occupations.	Number of workers whose average daily Basic wages (excluding allowances) were :—												
	Under As. 4.	As. 4 and under As. 6	As. 6 and under As. 8	As. 8 and under As. 10	As. 10 and under As. 12	As. 12 and under As. 14	As. 14 and under Re. 1	Re. 1 and under Rs. 1/2	Rs. 1/2 and under Rs. 1/4	Rs. 1/4 and under Rs. 1/8	Rs. 1/8 and under Rs. 1/12	Rs. 1/12 and under Rs. 2.	Rs. 2 and above.	Total.
Drawing Tenter	..	..	..	..	..	..	..	..	..	43	..	..	..	43
Slubbing Tenter	..	..	..		..	..	..	..	4	12	..	..	..	16
Inter Tenter	..	..	..	..	..	..	..	22	6	..	..	..	..	28
Roving Tenter	..	..	..	..	..	..	33	..	..	..	..	..	..	33
Piecer	..	..	4	65	26	94	..	..	..	..	..	..	..	189
Rin Doffer	..	..	81	..	..	..	..	..	..	..	..	..	..	81
Frame Doffer	..	8	22	25	..	..	..	..	..	..	..	..	..	55
Ruler	..	..	..	3	150	23	..	..	..	..	..	..	..	176
Winder	..	..	..		..	..	52	..	24	..	..	..	..	76
Weaver	..	..	..	..	..		34	..	48	..	128	..	..	210
Cooly	..	..	..	29	88	..	..	..	..	..	..	..	..	117
Total ..	..	8	107	122	264	117	119	22	82	55	128	..	..	1024
Percentage to total ..	..	0·78	10·45	11·91	25·78	11·43	11·62	2·15	8·01	5·37	12·50	..	..	100·0

APPENDIX XXI (b).

Frequency table showing average daily net earnings in selected occupations in 3 cotton mi scovered by the wage census in Lahore.

Occupations.	Number of workers whose average daily Net Earnings were :—										
	Under As. 8.	As. 8 and under As. 12	As. 12 and under Re. 1.	Re. 1 and under Rs. 1/4.	Rs. 1/4 and under Rs. 1/8.	Rs. 1/8 and under Rs. 1/12	Rs.1/12 and under Rs. 2.	Rs. 2 and under Rs. 2/4.	Rs. 2/4 and under Rs. 2/8	Rs. 2/8 and under Rs. 2/12.	Total
Drawing Tenter	..	..	..		..	..	15	28	..	..	43
Slubbing Tenter	..	..	..	..	..	..	4	12	..	..	16
Inter Tenter	..	..	..	..	..	16	12	..	..	..	28
Roving Tenter	..	..	..	..	33	..	..	..	..	..	33
Piecer	..	..	6	50	52	81	..	..	..	..	189
Ring Doffer	..	..	34	47	..	..	..	..	..	..	81
Frame Doffer	..	..	30	..	25	..	..	..	..	..	55
Reeler	..	..	..	3+4	169	..	..	..	..	..	176
Winder	..	..	..	..	29	47	..	..	..	..	76
Weaver	..	..	..	..	24	58	..	..	66	62	210
Cooly	..	..	88	..	29	..	..	..	..	..	117
Total ..	..	..	158	104	361	202	31	40	66	62	1,024
Percentage to total ..	..	..	15·43	10·16	35·25	19·73	3·02	3·91	6·45	6·05	100·0

APPENDIX XXII.

Table showing average daily wages and earnings of cotton mill workers in Lyallpur in selected occupations.

Occupation.	Sex.	Piece or Time.	No. of hours of work per shift.	Number of workers.	Average daily Basic Wages earned.	Average daily net earnings incl. over-time allowances and bonuses.
1	2	3	4	5	6	7
					Rs. A. P.	Rs. A. P.
Drawing Tenter ..	M	P	8	63	0 15 9	2 5 1
Slubbing Tenter ..	M	P	8	19	0 15 11	2 5 3
Inter. Tenter ..	M	P	8	47	0 11 11	2 1 3
Roving Tenter ..	M	P	8	32	0 11 10	2 1 1
Ring Doffer	M	T	8	246	0 8 5	1 11 1
Full Sider	M	T	8	439	0 13 5	2 0 1
Half Sider	M	T	8	79	0 8 8	1 11 4
Double Sider ..	M	T	8	1	1 3 0	2 5 8
Grey Winder ..	M	P	8 & 9	116	0 8 10	1 10 7
Cone Winder ..	M	P	8	36	0 10 5	1 11 6
Pirn Winder ..	M	P	9	53	0 10 10	1 12 1
Colour Winders ..	M	P	9	6	0 8 1	1 9 4
Reeler	F	P	9	32	0 6 9	1 9 5
,, ...	M	P	9	65	0 6 7	1 10 3
One-Loom Weaver ..	M	P	9	107	0 11 6	1 12 5
Two-Loom Weaver ..	M	P	9	871	1 6 1	2 6 10
Coolies	M	T	8 & 9	117	0 9 0	1 11 1
			Total ..	2,329		

APPENDIX XXIII (a).

Frequency table showing average daily basic wages in selected occupations in one cotton mill covered by the wage census in Lyallpur.

Occupations.	Number of workers whose average daily Basic Wages were:—											
	As. 6 and under As. 8	As. 8 and under As 10	As 10 and under As. 12.	As. 12 and under As. 14.	As. 14 and under Re. 1	Re. 1 and under Re. 1/2	Rs. 1/2 and under Rs. 1/4	Rs. 1/4 and under Rs. 1/8	Rs. 1/8 and under Rs. 1/12.	Rs. 1/12 and under Rs. 2	Rs. 2 and above.	Total.
Drawing Tenter	..	..	..	..	43	20	..	..	..	..	..	63
Inter Tenter	..	..	33	14	..	..	..	..	..	..	..	47
Slubbing Tenter	..	..	..	..	11	8	..	..	..	..	..	19
Roving Tenter	..	..	23	9	..	..	..	..	..	..	..	32
Ring Doffer	..	246	..	..	..	..	..	..	..	..	..	246
Full Sider	..	..	..	439	..	..	..	..	..	..	..	439
Half Sider	..	79	..	..	..	..	..	..	..	..	..	79
Double Sider	..	..	..	..	..	..	1	..	..	..	..	1
Grey Winder	28	88	..	..	..	..	..	..	..	..	..	116
Cone Winder	..	18	18	..	..	..	..	..	..	..	..	36
Pirn Winder	..	..	53	..	..	..	..	..	..	..	..	53
Colour Winder	..	6	..	..	..	..	..	..	..	..	..	6
Reeler	97	..	..	..	..	..	..	..	..	..	..	97
One-Loom Weaver	..	..	49	58	..	..	..	..	..	..	..	107
Two-Loom Weaver	..	..	..	..	..	..	..	871	..	..	..	871
Cooly	10	99	8	..	..	..	..	..	..	..	..	117
Total	135	536	184	520	54	28	1	871	..	..	..	2,329
Percentage to total	5·80	23·01	7·90	22·33	2·32	1·20	·04	37·40	..	..	..	100·0

APPENDIX XXIII (b).

Frequency table showing average daily net earnings in selected occupations in one cotton mill covered by the wage census in Lyallpur

Occupations	Number of workers whose average daily Net Earnings were :—							
	Rs. 1/8 & under Rs. 1/12.	Rs. 1/12 & under Rs. 2.	Rs. 2 & under Rs. 2/4.	Rs. 2/4 & under Rs. 2/8.	Rs. 2/8 & under Rs. 2/12.	Rs. 2/12 & under Rs. 3.	Rs. 3 & above.	Total.
Drawing Tenter	..	..	..	63	..	..	..	63
Inter Tenter	..	..	47	..	..	..	..	47
Slubbing Tenter	..	..	..	19	..	..	..	19
Roving Tenter	..	..	.. 32	..	..	..	..	32
Ring Doffer	246	..	..	..	..	..	..	246
Full Sider	..	3	436	..	..	..	..	439
Half Sider	79	..	..	..	..	..	..	79
Double Sider	..	..	..	1	..	..	..	1
Grey Winder	116	..	..	..	..	..	..	116
Cone Winder	18	18	..	..	..	..	..	36
Pirn Winder	53	..	..	..	..	..	..	53
Colour Winder	6	..	..	..	..	..	..	6
Reeler	97	..	..	..	..	..	..	97
One-Loom Weaver ..	49	58	..	..	..	..	..	107
Two-Loom Weaver ..	..	..	..	871	..	..	..	871
Cooly	94	23	..	..	..	..	..	117
Total ..	758	102	515	954	..	..	..	2,329
Percentage to total ..	32·55	4·38	22·11	40·96	..	..	..	100·0

APPENDIX XXIV.

Summary of the scheme for standardization of wages in the Indore Cotton Mill Industry.

The Government of Holkar State, by a cabinet Resolution No. 585, dated 2nd June 1942, decided to standardise the wages of operatives in certain occupations as follows :—

(a) It has been decided to standardise the wages of two-loom weavers of all the mills except the Rai Bahadur Kanhaiyalal Mills with effect from April 1942. All these weavers would get Rs. 38 for 26 working days with 76 per cent. efficiency. For ' dobby ' and other works, allowances would be granted in accordance with the scales recommended by the Bombay Textile Labour Enquiry Committee on pages 140 to 145 of their report.

Weavers working on " daries " and " blankets " do not come under this scheme. But in view, however, of the depressing effect on their net earnings as a result of the revision in the method of calculating Dearness Allowance they shall receive a compensatory rise of 6¼ per cent. on their basic wage rates.

(b) In order to give this scheme a fair chance of working, pending improvement in production and earnings, all the mills, except the R. B. Kanhaiyalal Bhandari Mills, shall guarantee to weavers on all sorts, payment at a rate of 6¼ per cent. higher than the current rate for such sorts. This guarantee will remain in force for 6 months in the first instance after which period, the case for its extension or discontinuance will be decided by the Government.

(2) The rates of wages for other occupations as mentioned in the Bombay T. L. E. C. Report on pages 134 to 138 would be fixed as follows for all mills except the R. B. Kanhaiyalal Bhandari Mills.

The average of wages paid in these different occupations in each mill shall be taken for the year 1941 excepting the months of April and May which were affected by a strike. With this as the base, for each occupation, the average will then be drawn by taking into account the actual average wages being paid in that occupation in different mills. These average rates shall be made the minimum basic rates for each occupation in all the mills below which in future no mill will go irrespective of the period for which the rest of the settlement will be effective. Mills paying lower than these rates will level up to these rates and those paying higher rates will continue to do so. In both cases there will be a further 6¼ per cent. rise above the new minimum and on the existing rates higher than the minimum and the rates thus arrived at shall be adopted as the prevailing rates in each mill for the period of the proposed settlement mentioned below ;

(3) This scheme would be in force till September 1944 after which date changes would be made mostly depending on the economic position of the mills.

(4) In the case of R. B. Kanhaiyalal Bhandari Mills, Ltd., a rise of 15 per cent. shall be granted in the basic wage at present paid to the weavers, and in other occupations mentioned on pages 134 to 138, of the Report of the Bombay Textile Labour Enquiry Committee. The rates shall be fixed in such a way that the increased wage bill should not exceed 12½ per cent. of the previous wage bill. In fixing the rates for individual occupations, a total maximum increase of 12½ per cent. shall be made in a graduated manner so that the operatives getting lower wages get a higher rate of increase and those getting higher wages a comparatively lower rate of increase.

APPENDIX XXV.

Table showing wages and earnings (weighted averages) of cotton mill workers in Indore in selected occupations.

Occupation.	Sex.	Piece or Time.	Number of hours of work per shift.	Number of workers.	Average daily basic wages.	Average daily net earning.
1	2	3	4	5	6	7
					Rs. A. P.	Rs. A. P.
Drawing Tenter ..	M	P	10	401	1 0 4	2 8 3
Slubbing Tenter ..	M	P	10	141	1 1 0	2 8 10
Inter Tenter ..	M	P	10	249	0 15 10	2 7 8
Roving Tenter ..	M	P	10	440	0 15 2	2 7 4
Ring Warp Sider ..	M	T	10	721	0 9 11	2 1 9
Ring Weft Sider ..	M	T	19	696	0 10 2	2 2 1
Ring Tarwalla ..	M	T	10	68	0 10 3	2 1 9
Ring Doffer	M	T	10	1,697	0 6 8	1 14 7
Grey Winder ..	M	P	10	499	0 7 4	1 14 10
,, ..	M	T	10	90	0 11 4	2 1 9
,, ..	F	P	10	982	0 7 1	1 14 6
Colour Winder ..	M	P	10	38	0 13 2	2 4 8
,, ..	F	P	10	273	0 9 2	2 0 8
Universal Winder ..	M	P	10	82	0 6 7	1 14 0
,, ..	M	T	10	16	0 8 3	2 0 3
,, ..	F	P	10	109	0 6 2	1 13 10
,, ..	F	T	10	17	0 9 8	2 1 7
Pirn Winder ..	M	P	10	33	0 7 1	1 14 7
,, ..	F	P	10	54	0 7 9	2 0 1
,, ..	F	T	10	19	0 8 3	2 0 3
Reeler	M	P	10	47	0 9 7	2 1 3
,, ..	M	T	10	9	0 6 5	1 13 11
,, ..	F	P	10	508	0 6 8	1 14 3
Weaver (One Loom) ..	M	P	10	993	0 13 3	2 4 8
Weaver (Two Looms)	M	P	10	5,197	1 4 9	2 12 2
Cooly	M	T	10	1,403	0 12 0	2 3 3
		Total ..		14,782		

APPENDIX XXVI (a).

Frequency table showing average daily basic wages in selected occupations in 7 cotton mills covered by the wage census in Indore.

Occupations.	As. 4 and under As. 6.	As. 6 and under As. 8.	As. 8 and under As. 10	As. 10 and under As. 12.	As. 12 and under As. 14.	As 14 and under Rs. 1.	Re. 1 and under Rs. 1/2.	Re. 1/2 and under Rs. 1/4.	Rs. 1/4 and under Rs. 1/8.	Rs. 1/8 and under Rs. 1/12.	Total
Drawing Tenter	..	..	..	..	30	119	204	48	..	..	401
Slubbing Tenter	..	..	..	..	..	30	87	..	24	..	141
Inter Tenter	..	..	..	..	47	103	67	..	32	..	249
Roving Tenter	..	..	..	..	134	106	200	..	..	..	440
Ring Warp Sider	..	..	417	304	..	..	..	..	..	..	721
Ring Weft Sider	..	..	..	696	..	..	..	..	..	..	696
Tarwalla	..	..	..	68		..	..	..	..	..	68
Ring Doffer	..	1,697	..	..	..	..	..	..	..	..	1,697
Grey Winder	..	1,262	219	90	..	..	..	..	..	..	1,571
Colour Winder	..	..	242	31	8	30	..	..	..	..	311
Universal Winder	85	82	43	10	..	4	..	..	..	..	224
Pirn Winder	..	73	27	..	..	6	..	..	..	..	106
Reeler	319	82	49	114	..	..	..	..	..	..	564
Weaver (One Loom)	..	..	21	409	255	60	248	..	..	..	993
Weaver (Two Looms)	..	..	..	..	..	99	164	588	4,089	257	5,197
Cooly	..	..	..	597	806	..	..	..	..	..	1,403
Total	404	3,196	1,018	2,319	1,280	557	970	636	4,145	257	14,782
Percentage to total	2·73	21·62	6·89	15·69	8·66	3·77	6·56	4·30	28·04	1·74	100

APPENDIX XXVI (b).

Frequency table showing average daily net earnings in selected occupations in 7 cotton mills covered by the wage census in Indore.

Occupation.	Re. 1/8 & under Re. 1/12.	Re. 1/12 & under Rs. 2.	Rs. 2 & under Rs. 2/4.	Rs. 2/4 & under Rs. 2/8	Rs. 2/8 & under Rs. 2/12.	Rs. 2/12 & under Rs. 3.	Total
Drawing Tenter	..	..	..	105	296	..	401
Slubbing Tenter	..	..	..	30	87	24	141
Inter tenter	..	..	..	148	69	32	249
Roving Tenter	..	..	..	240	200	..	440
Ring Warp Sider	..	..	721	..	..	..	721
Ring Weft Sider	..	..	696	..	..	..	696
Tarwalla	..	..	68	..	..	..	68
Ring Doffer	..	1,697	..	..	..	..	1,697
Grey Winder	..	1,369	202	..	..	..	1,571
Colour Winder	..	..	281	30	..	..	311
Universal Winder	..	167	53	4	..	..	224
Pirn Winder	..	73	27	6	..	..	106
Reeler	73	342	149	..	..	..	564
Weaver (One Loom)	..	..	439	563	..	..	993
Weaver (Two Looms)	..	..	..	418	2,135	2,644	5,197
Cooly	..	..	1,145	258	..	..	1,403
Total	73	3,648	3,772	1,802	2,787	2,700	14,782
Percentage to total	·49	24·68	25·52	12·19	18·85	18·27	100

APPENDIX XXVII.

Table showing wages and earnings (weighted averages) of cotton mill workers in Baroda in selected occupations.

Occupation	Sex.	Piece or Time.	Number of hours of work.	Number of workers.	Average daily basic wages.	Average daily net earnings.
1	2	3	4	5	6	7
					Rs. A. P.	Rs. A. P.
Drawing Tenter ..	M	P	9, 10	128	0 14 9	2 13 11
Slubbing Tenter ..	M	P	9, 10	42	0 15 5	2 14 8
Inter Tenter ..	M	P	9, 10	77	0 14 8	2 13 5
Roving Tenter ...	M	P	9, 10	189	0 12 8	2 12 3
Mule spinner ..	M	T	9, 10	1,064	0 14 0	2 13 1
,, ..	F	T	9	11	0 13 5	2 12 7
Frame Doffer ...	M	T	9, 10	211	0 7 6	2 6 6
Ring Doffer	M	T	9, 10	575	0 7 5	2 6 5
Grey Winder ..	M	P	10	182	0 9 2	2 9 3
,, ...	F	P	9	207	0 7 8	2 6 8
Colour Winder ..	M	P	9, 10	10	0 11 1	2 10 2
,, ...	F	P	9	82	0 11 2	2 9 2
Cheese Winder ..	M	P	10	3	0 13 9	2 12 6
,, ..	F	P	9	10	0 11 3	2 8 2
Reeler	M	P	10	10	0 7 1	2 5 10
,, ...	F	P	9	42	0 7 7	2 6 1
Weaver (Two looms) ...	M	P	9, 10	2,201	1 6 10	3 5 7
Cooly	M	T	9, 10	441	0 10 3	2 8 7
		Total ..		5,485		

APPENDIX XXVIII (a).

Frequency table showing average daily basic wages in selected occupations in 4 cotton mills covered by the wage census in Baroda.

Occupation.	Number of workers whose average daily Basic wages were:—												
	As. 4 and under As. 6	As. 6 and under As. 8	As. 8 and under As. 10	As. 10 & under As. 12	As. 12 & under As. 14	As. 14 and under Re. 1.	Re. 1/- and under Rs. 1/2.	Rs. 1/2 and under Rs. 1/4	Rs. 1/4 and under Rs. 1/8.	Rs. 1/8 and under Rs. 1/12.	Re. 1/12 and under Rs. 2	Rs. 2 & over.	Total
Drawing Tenters	..	..	..	..	57	45	..	26	..	..	..	..	128
Slubbing Tenters	..	..	..	..	12	17	5	3	5	..	..	..	42
Inter Tenters	..	..	..	..	54	10	13	..	..	..	..	..	77
Roving Tenters	..	..	..	78	86	..	13	12	..	..	..	..	189
Mule spinners	..	..	..	..	935	..	140	..	..	..	..	..	1,075
Frame Doffers	..	211	..	..	..	..	..	..	..	..	..	..	211
Ring Doffers	..	575	..	..	..	..	..	..	..	..	..	..	575
Grey Winders	..	237	87	65	..	..	..	..	..	..	..	..	389
Colour Winders	..	..	4	85	3	..	..	..	..	..	..	..	92
Cheese Winders	..	..	..	10	3	..	..	..	..	..	..	..	13
Reelers	12	20	..	20	..	..	..	..	..	..	..	..	52
Weavers	..	..	..	..	..	..	..	..	1461	740	..	..	2,201
Coolies	..	..	232	209	..	..	..	..	..	..	..	..	441
Total	12	1,043	323	467	1,150	72	171	41	1,466	740	..	..	5,485
Percentage to total	·22	19·02	5·89	8·51	20·97	1·31	3·12	·75	26·72	13·49	..	..	100

APPENDIX XXVIII (b).

Frequency table showing average daily Net Earnings in selected occupations in 4 cotton mills covered by the wage census in Baroda.

Occupation.	Number of workers whose average daily Net Earnings were:—				
	Rs. 2/4 and under Rs. 2/8.	Rs. 2/8 and under Rs. 2/12.	Rs. 2/12 and under Rs. 3.	Rs. 3 and over.	Total
Drawing Tenters	..	..	115	13	128
Slubbing Tenters	..	..	29	13	42
Inter Tenters	..	..	77	..	77
Roving Tenters	..	102	62	25	189
Mule spinners	..	..	1,005	70	1,075
Frame Doffers	211	..	..	..	211
Ring Doffers	575	..	..	..	575
Grey Winders	207	182	..	..	389
Colour Winders	63	29	..	..	92
Cheese winders	..	10	3	..	13
Reelers	52	..	..	..	52
Weavers	..	..	..	2,201	2,201
Coolies ..	149	292	..	..	441
Total ..	1,257	615	1,291	2,322	5,485
Percentage to total ..	22·92	11·21	23·54	42·33	100

APPENDIX XXIX.

Working of the Factory Co-operative Societies in the Baroda State.

1. *The aim of the Government.*—The labouring classes of the town especially in the Textile Mills and other large works are now in receipt of dearness allowances, bonuses and other payments on a generous scale. These surplus amounts paid to them due to war conditions will be discontinued on cessation of war. Instead of these amounts being frittered away on drink and luxuries, etc., it may be saved for times of need and as a provision for bad years and old age. Prior to this Government Order No. (R.)-22|11|29-6-43 four co-operative societies in the Textile mills of the State were working on the principle of savings. Labour Officer Mr. B. S. Desai had put in his best efforts for the organisation of these societies and successfully running them. By the above order of the Government dated 29th June 1943, Mr. B. S. Desai, was appointed as a Special Registrar of Co-operative Societies to start societies in the labour centres.

2. *Registration of the societies and starting of work.*—The work of organisation and registration of societies was taken up immediately and 14 new societies are started during the period making a total of such societies to 20.

3. *Important features of these societies.*—The main object of these societies is to encourage the spirit of thrift which is mostly lacking in the class of factory labour as a whole. Section 3 of the bye laws stresses the necessity of thrift for misery and old age.

The best way to live a happy life is to live thriftly and discriminately.

To create more share capital a relation between the holding of shares and limit of advancing loan proportionately is laid down in section 25. of the bye laws.

By section 14 of the bye laws the savings of different types is made compulsory such as from pay, dearness allowance. bonus and other surplus emoluments received by labourers from time to time. This stands as a brake on the unnecessary waste of money. Section 14 stands as under :—

Section 14.

Every member should at least deposit a monthly compulsory deposit in the society according to the scale as under which will be returned on his requisition from the society. These deposits will bear an interest at ½ per cent. pie per rupee per month.

Monthly Salary.	Monthly Compulsory. Deposits. Rs. A. P.
Re. 1 to 25	0 8 0
Rs. 25 to 40	1 0 0
Rs. 41 to 60	1 8 0
Rs. 61 to 80	2 0 0
Rs. 81 to 100	3 0 0
Rs. 101 and over	4 0 0

A member will be permitted to purchase shares out of the above compulsory savings if he so desires.

14 (c). (ii) Over and above the compulsory savings mentioned in section (14) every member shall be required to deposit from annas two to eight annas per rupee of the dearness allowance as dearness savings upto the time the war lasts and dearness allowance is continued. A separate dearness allowance savings ledger for these accounts will be maintained and sums entered in the name of the individual members. These savings may be returned to the member by a majority vote of the managing body on completion of war and stoppage of dearness allowance.

(2) The dearness allowance savings will not be returned as long as the war lasts and dearness allowance is continued, but a part of it may be given for urgent unavoidable expenditure if the Managing Committee thinks fit.

(3) These deposits will bear an interest upto ½ per cent.

Loans. (Section 25).

Loans are advanced very guardedly. The limit laid down is ten times the share capital, six times the monthly salary whichever is lower, but at any time this should not exceed Rs. 1,000.

4. *General and managing bodies.*—The annual general meeting of the society meets every year in the 1st three months of the co-operative year, and looks after the general progress of the society. The main functions of this body are :

1. To pass balance sheet and declare dividend, and distribute profit.
2. To elect the President and 3 members of the Managing Body.
3. To appoint honorary auditors.
4. To amend the bye laws, if necessary.

The Managing Committee looks after the day to day work of the society throughout the year. It has the power to admit members, advance and recover loans, keep supervision over the staff employed, accept loans and deposits and deposit the surplus funds of the society with a bank or such safe concern.

5. *Progress of the work.*—The co-operative societies of the factories of the Baroda State are making rapid progress which can be seen from the figures given below regarding the achievements made within a short period of 8 months.

1. No. of members	20,260
2. Share subscription	Rs. 1,13,845
3. Compulsory Savings	Rs. 1,45,065
4. Dearness allowance Savings	Rs. 4,49,275
5. Other deposits	Rs. 15,024
6. Reserve and other funds	Rs. 372
7. Total working capital	Rs. 7,23,581

6. *Deductions of Co-operative Societies legalised.*—Under section 7 (2) (j) of the Payment of Wages Act the deductions of the co-operative societies are permitted, but the section was not so very clear about the compulsory nature of deduction. However, the work done during the period was as good as compulsion. Necessity for the order of compulsory deductions was felt to safeguard the work so laboriously started, and to give further impetus to it. The Government realised the utility of such an order and the deductions were legalised. [Under section 7 (2) (j) and 14 of the Payment of Wages Act.]

APPENDIX XXX.

Basic Wage Scheme in the Bangalore Woollen, Cotton & Silk Mills Co. Ltd.

After an examination of the present rates of pay the Management have decided to raise the general level of wages as from the 1st January 1943. The following adjustments will be made on present wages (excluding allowances for shift work etc.) to all Permanent and Temporary employees who were in our employ on the 31st December 1942.

(a) *Time Workers.*

Category.		Increase per day.
		Rs. A. P.
Employees now drawing under Re. 0-8-0	Per day	0 0 9
Employees now drawing from Re. 0-8-0 to 0-15-9	„	0 1 0
Employees now drawing from Rs. 1-0-0 to 1-7-9	„	0 1 3
Employees now drawing from Rs. 1-8-0 to 1-15-9	„	0 1 6
Employees now drawing from Rs. 2-0-0 to 2-7-9	„	0 1 9
Employees now drawing from Rs. 2-8-0 to 2-15-9	„	0 2 0
Employees now drawing from Rs. 3-0-0 to 3-7-9	„	0 2 3
Employees now drawing from Rs. 3-8-0 and upwards	„	0 2 6

(b) *Monthly paid workers.*

Adjustments will be equivalent to those given to Time workers by converting the monthly rate to daily rate on the basis of 26 days per month.

(c) *Piece Workers.*

For those employees who are paid on piecework rates, the adjustments will be on the basis on the average wage of the occupation.

21*st Jan.* 1943.

Messrs. BINNY & CO., (MADRAS) LTD.,
Agents Secretaries & Treasurers,
The Bangalore Woollen Cotton & Silk Mills.

The Bangalore Woollen Cotton and Silk Mills Co. Ltd.

NOTICE.

As from the 1st January 1943 the following scheme of wage payments will be adopted.

Standard Basic Wages.

(1) A basic wage has been fixed for every job in the Mill.

Note.—The basic wage given to jobs formerly having minimum and maximum rates of pay, is, in no case, less than the present minimum.

(2) On the 1st January of EVERY year AFTER 1943 an increase of 1 per cent. on the Basic wage will be given ; this will be called the " percentage ".

(3) A worker transferred to a higher paid job will at once receive his new Basic Wage and in addition a percentage sufficient to bring his gross earnings up to those of a worker of similar total service already engaged in the job to which he is promoted or equal to the amount of the " Percentage " drawn prior to his transfer, whichever is less.

(4) All permanent and Temporary Employees who were in our employ on the 31st December 1942 will have their wages covered and divided as follows.

(a) Basic wage. (b) Percentage.

Note Example to make this clear.

No. 100 Cooly—

His rate in December 1942 was Re. 0-11-0 per day or Rs. 17-14-0 per month of 26 days.

Increase from 1st January 1943 Re. 0-1-0 per day or Rs. 1-10-0 per month of 26 days.

Re. 0-12-0 or Rs. 19-8-0

His 1943 pay will be divided as under :—

(*a*) Basic Wage	0	10 3
(*b*) Percentage	0	1 9
	0	12 0

As Annas 1/9 is over 17% and under 18% of the basic wage he will receive 18%. His pay for 1943 will be

Basic wage	0-10-3 per day or Rs. 16-10-6 per month of 26 days.	
Plus 18% of	16-10-6	3-0-0
		19-10-6

(5) Dearness allowance will continue as a special allowance paid under special arrangements.

Messrs. BINNY & CO., (MADAS) Ltd.,
Agents Secretaries and Treasurers,
The Bangalore Woollen Cotton & Silk Mills Co.

21*st Jan.* 1943.

APPENDIX XXXI.

Table showing wages and earnings (Weighted averages) in selected occupations in January 1944 in the three big Cotton Mills at Bangalore.

Occupation.	Sex.	Piece or Time rate.	Number of hours of work per shift.	Number of workers.	Average daily Basic wages earned.	Average daily net earnings.
					Rs. A. P.	Rs. A. P.
Drawing Tenter	M	T	8, 9	125	0 10 7	1 4 1
Slubbing Tenter	M	P	8, 9	65	0 13 11	1 5 6
Inter Tenter	M	P	8, 9	77	0 11 11	1 6 1
Roving Tenter	M	P	8, 9	303	0 11 4	1 5 8
Ring Doffer	M	P	9	425	0 4 4	0 12 11
Slubbing Doffer	M	T	8	53	0 7 9	1 2 4
Roving Doffer	M	T	9	178	0 6 4	0 15 11
Throstle Doffer	M	T	9	239	0 8 0	1 2 9
Full Sider	M	T	9	133	0 9 7	1 3 1
	F	T	9	9	0 8 7	1 2 5
Half-Sider	M	T	9	41	0 6 2	1 5 11
Two-Thirds Sider	M	T	9	130	0 7 11	1 1 6
	F	T	9	14	0 6 11	1 0 8
One-Third Sider	M	T	9	194	0 4 11	0 14 11
Grey Winder	M	P	9	65	0 6 9	1 1 1
	F	P	9	90	0 7 2	1 0 11
Colour Winder	M	T	9	3	0 7 4	1 1 2
	F	P	9	11	0 4 5	0 15 1
Universal Winder	M	P	9	113	0 6 0	1 4 10
	F	P	9	132	0 6 4	1 0 1
Prin Winder	M	P	9	227	0 15 7	1 11 9
	F	P	9	47	0 15 10	1 10 7
M. N. K. Winder	M	P	9	19	0 3 10	0 13 9
	F	P	9	44	0 5 5	0 15 2
Single-Loom Weaver	M	P	9	347	0 9 1	1 2 6
Two-Loom Weaver	M	P	9	738	1 0 9	1 11 3
Three-Loom Weaver	M	P	9	421	1 2 9	1 13 1
Four-Loom Weaver	M	P	9	14	1 5 11	2 0 1
Six-Loom Weaver	M	P	9	187	1 6 5	2 0 1
Reeler	M	P	9	41	0 5 4	0 15 2
	F	P	9	333	0 7 5	1 1 3
Cooly	M	T	9	212	0 9 3	1 3 2
			Total	5,030		

APPENDIX XXXII.

Wage rates in the Cotton Mill Surveyed in Mysore.

	Minimum. Rs. A. P.	Maximum. Rs. A. P.
Mixing—		
Maistry	0 11 0	to 0 14 0
Coolies	0 7 0	to 0 10 0
Blow Room.		
Jobber	.. piece-work	
Sweepers	0 7 0 to	0 8 0
Machine Tenters	0 7 0 to	0 10 6
Oilers	0 8 0 to	0 11 6
Cotton carriers etc.	0 7 0 to	0 10 0
Carding Department—		
Assistant Jobber	0 12 0 to	1 8 0
Oil-men	0 8 0 to	0 11 6
Lap carriers	0 7 0 to	0 10 0
Strippers	0 7 0 to	0 11 6
Overhauling coolies	0 7 0 to	0 9 0
Roving—		
Overhauling fitters	0 12 0 to	1 4 0
Doffing boys	0 5 0	
Oilers	0 8 0 to	0 11 6
General cooly	0 7 0 to	0 9 0
Waste coolies	0 7 0 to	0 10 6
Spinning—		
Oilers & Banding men	0 12 6 to	1 0 0
Mochi	0 14 0 to	1 4 0
Doff weighers	0 7 0 to	0 9 0
Siders	0 5 6 to	0 12 0
Mechanic	1 0 0 to	0 12 0
Fitters	0 12 0 to	1 4 0
Bamboo carriers	0 6 6 to	0 9 0
Reeling Department—		
Jobbers	0 12 0 to	1 0 0
Thread counters	0 6 0 to	0 9 0
Carpenter	0 10 0 to	1 0 0
Sweeper—women	0 5 0	
Reelers—with men & women	piece-work.	

APPENDIX XXXII—*contd.*

	Minimum. Rs. A. P.		Maximum. Rs. A. P.
Engineering—			
Sw. Bd. Attendants	1 0 0	to	2 0 0
Oilmen	0 8 0	to	1 0 0
Boiler cooly	0 8 0	to	0 12 0
Carpenter	0 12 0	to	1 8 0
Tinkers	1 0 0	to	1 8 0
Firemen	1 0 0	to	1 12 0
Turners	1 0 0	to	1 12 0
Black-smith	0 8 0	to	1 12 0
Hammer-man	0 8 0	to	0 12 0
Packer & Printers	0 5 0	to	0 6 6
Twisters	0 7 0	to	0 9 0
Bale helpers	0 7 0	to	0 8 0
Sizers	0 8 0	to	1 2 0
Beam carriers	0 7 0	to	0 10 0
Reed repairers	0 6 6	to	0 9 0
Weft, pirn carriers	0 6 0	to	0 8 0
Yarn dressers	0 6 0	to	0 8 0
Weavers	piece-work.		
Folders	0 6 0	to	0 9 0
Dyehouse coolies	0 7 0	to	0 11 0
Scavangers	10 8 0		
Hosiery Department—			
Cutting & Stitching	0 12 0	to	1 8 0
Maistry & Jobbers	0 12 0	to	1 8 0
Knitters	0 6 0	to	0 9 0
Menders	0 5 0	to	0 8 0
Socks linker	0 6 0	to	0 8 0
Packers	0 7 0	to	0 10 0
Pressmen	0 7 0	to	0 9 0
Calendering men	0 5 0	to	0 8 0
Ware-house packers	0 6 0	to	0 9 0
Stitchers	0 7 0	to	0 12 0
Winders—Women (on daily wages)	0 4 6	to	0 7 0
Building coolies	0 7 6		
Garden coolies	0 7 6		
Brick layers	1 1 0	to	1 3 0
Masons	0 13 0		

APPENDIX XXXIII (a).

Table showing average daily wages and earnings in selected occupations in February 1944 in the Cotton Spinning and Weaving Mill at Mysore.

Occupation.	Sex	Piece or Time.	No. of hours of work per Shift.	Number of workers.	Average daily Basic Wages earned.	Average daily net earnings incl. over time, allowances and bonuses.
					Rs. A. P.	Rs. A. P.
Slubbing Tenters	M	P	7½	14	0 12 11	1 5 2
Inter. Tenters	M	P	,,	29	0 10 11	1 3 2
Spinning Doffers	M	T	,,	56	0 5 0	0 13 6
Full Siders	M	T	,,	174	0 7 9	1 0 7
Half Siders	M	T	,,	83	0 5 8	0 14 6
One & Half Siders	M	T	,,	28	0 11 10	1 4 8
Single piecers	M	T	,,	18	0 5 0	0 13 9
Double Siders	M	T	,,	18	0 11 8	1 3 11
Roving doffers	M	T	,,	38	0 5 1	0 14 1
Tarwallas	M	T	,,	9	0 5 0	0 13 2
Winders	M	P	,,	61	0 6 7	0 14 7
Winders	F	P	,,	88	0 6 0	0 14 0
Reelers	M	P	,,	18	0 6 11	0 14 10
Reelers	F	P	,,	292	0 4 4	0 12 4
Weavers, Single-loom ..	M	P	,,	24	0 11 4	1 2 10
Weavers, Two-looms ..	M	P	,,	213	0 14 6	1 6 6
Weavers, three-looms ..	M	P	,,	2	1 7 11	2 0 0
Coolies	M	T	,,	177	0 8 0	1 0 3
	F	T	,,	1	0 6 0	0 13 11
Total ..	..	..	..	1,343		

APPENDIX XXXIII (b).

Table showing average daily wages and earnings in selected occupations in January 1944 in the Cotton Spinning Mill at Davangere (Mysore State).

Occupation.	Sex.	Piece or Time rate.	No. of hours of work per shift.	No. of workers.	Average daily baisc wages earned.	Average daily net earnings incl. overtime, allowances and bonuses.
					Rs. A. P.	Rs. A. P.
Drawing Tenters	M	P	9	11	0 7 11	0 12 6
Slubbing Tenters	M	P	9	7	0 8 2	0 12 8
Inter. Tenters	M	P	9	8	0 11 2	0 15 8
Roving Tenters	M	P	9	40	0 9 8	0 14 2
Spinning Doffers	M	T	9	69	0 4 6	0 6 6
Full Siders	M	T	9	89	0 8 10	0 13 0
3/4 Siders	M	T	9	51	0 6 6	0 9 8
1/2 Siders	M	T	9	43	0 5 1	0 8 1
Roving Doffers	M	T	9	47	0 6 2	0 9 6
Reelers	F	P	9	269	0 5 3	0 7 3
Coolies	M	T	9	55	0 7 7	0 10 7
			Total	689		

APPENDIX XXXIV.

Schedule of basic wages for workers in theSpinning Mills in Pudukad, Cochin State.

Only basic wages are noted.

Spinning—	
Line Jobber	Rs. 19 to Rs. 23.
Doffing Jobber	Rs. 16 to Rs. 18.
Full siders	Rs. 13 to Rs. 11.
¾ siders	Rs. 7-8-0.
½ siders	Rs. 5.
Female full siders	Rs. 9 to Rs. 11.
Doffing—	
Boys and girls	Rs. 4 and Rs. 3 respectively.
Roving—	
Doffing Jobber & fitter	Rs. 16 to Rs. 19.
Oilers	Rs. 16.
Tenters	Rs. 9-7-0 per day for 26 working days of a month—Rs. 15-9-2.
Inter Tenters.	Re. 0-13-8 per day average or Rs. 22-3-4 for 26 days of a month.
Slubbing Tenters	Re. 0-10-2 per day average or Rs. 16-8-4 for 26 days of a month.
Doffing Boys in Frame Department ..	Rs. 7 to Rs. 10.
Carding—	
Grinders & Fitters	Rs. 13 to Rs. 15.
Blow Room—	
Oiler	Rs. 13.
Reelers	Rs. 0-6-0 per day average.
	Rs. 9-12-0 per month.

APPENDIX XXXV.

Table showing Wages and Earnings (wcighted average) in April 1944 in the selected occupations in the Cotton Mills in Cochin State.

Occupation.	Sex.	Piece or Time rate.	Number of hours of work per shift.	Number of workers.	Average daily Basic wages earned.	Average daily net earnings.
					Rs. A. P.	Rs. A. P.
Drawing Tenter	M	P	9	17	0 7 4	1 0 4
	F	P	5½	12	0 3 9	0 8 8
	M	T	9	23	0 5 10	0 10 1
Slubbing Tenter	M	P	9	19	0 8 4	0 15 11
Inter Tenter	M	P	9	27	0 8 11	1 0 9
Roving Tenter	M	P	9	80	0 8 5	0 15 10
Roving Doffer	M	T	9	66	0 4 6	0 7 7
	C	T	9	38	0 2 5	0 5 8
Full—Sider	M	T	9	249	0 6 9	0 12 3
	F	T	9	33	0 5 3	0 12 6
½—Sider	M	T	9	163	0 4 8	0 8 4
	F	T	9	34	0 4 7	0 8 3
2/3—Sider	M	T	9	63	0 3 4	0 8 0
	F	T	9	16	0 3 4	0 7 6
¼—Sider	M	T	9	147	0 3 1	0 5 8
	F	T	9	50	0 2 10	0 5 5
Tarwalla	M	T	9	56	0 8 3	0 14 2
Ring Doffer	M	T	9	224	0 2 6	0 4 6
	F	T	9	72	0 1 10	0 3 4
Grey Winder	F	P	9	166	0 3 6	0 7 5
Colour Winder	F	P	9	16	0 3 7	0 7 7
Reeler	F	P	9	373	0 4 3	0 7 7
Single-Loom Weaver	F	P	8	232	0 5 0	0 10 8
	M	P	8	474	0 6 2	0 13 1
Two-Loom Weaver	M	P	8	269	0 10 1	1 5 3
Cooly	M	T	9	96	0 7 2	0 10 1
	F	T	9	63	0 4 2	0 5 9
			Total	3,078		

APPENDIX XXXVI (a).

Summary frequency table showing average daily basic wages of Workers in Cotton Mills surveyed in India (excluding Bombay Province).

Name of centre.	Percentage to total.													Total No. of workers.
	Under 0-4-0.	0-4-0 & under 0-6-0.	0-6-0 & under 0-8-0.	0-8-0 & under 0-10-0.	0-10-0 & under 0-12-0.	0-12-0 & under 0-14-0.	0-14-0 & under Re. 1.	Re. 1 & under Rs. 1-2-0.	Rs. 1-2-0 & under Rs. 1-4-0.	Rs. 1-4-0 & under Rs. 1-8-0.	Rs. 1-8-0 & under Rs. 1-12-0	Rs. 1-12-0 & under Rs. 2.	Rs. 2-0-0 & above.	
BRITISH INDIA.														
1. SOUTH INDIA—														
Madras ..	..	..	..	3·72	7·92	57·44	2·74	4·17	2·65	9·91	3·49	6·72	1·24	6,455
Coimbatore ..	1·05	32·14	34·83	19·33	9·47	1·29	1·87	0·02	..	..	..	..	..	22,799
Madura ..	2·07	7·93	43·88	34·72	10·21	1·19	..	..	..	..	..	..	..	14,609
Ramnad ..	..	16·69	47·14	31·59	4·58	..	..	..	..	..	..	..	..	611
Ambasumadram	..	..	79·22	14·00	6·78	..	..	..	..	..	..	..	..	4,928
Tinnevelly ..	..	8·07	32·09	24·72	9·18	15·04	..	10·90	..	..	..	..	..	991
Gudiatham ..	11·53	16·07	55·39	12·10	4·91	..	..	..	..	..	..	..	..	529
Salem ..	24·28	44·36	30·05	1·31	..	..	..	..	..	..	..	..	..	762
Trichnapolly	9·51	26·99	37·07	26·43	..	..	..	..	..	..	..	..	..	526
2. BENGAL ..	..	5·42	7·07	31·02	15·62	11·11	3·30	23·44	1·55	0·98	0·49	..	..	8,306
3. U. P.—Cawnpore.	0·10	1·35	5·09	13·89	11·43	11·83	7·01	7·22	5·14	21·80	13·89	1·21	0·04	21,992
4. C. P.—Nagpur	4·42	5·61	12·84	15·01	19·39	29·13	4·70	3·56	0·43	3·08	1·60	0·23	..	13,474
Akola ..	..	2·00	23·54	23·38	13·49	9·69	6·11	1·64	0·92	10·13	0·10	..	..	1,050
5. DELHI—Delhi	..	0·41	5·45	18·31	14·07	11·97	7·56	3·39	3·98	3·89	11·83	10·73	8·41	7,837
6. PUNJAB—														
Lahore ..	..	0·78	10·45	11·91	25·78	11·43	11·62	2·15	8·01	5·37	12·50	..	..	1,024
Lyallpur ..	..	..	5·80	23·01	7·90	22·33	2·32	1·20	0·04	37·40	..	..	..	2,329
7. INDIAN STATES														
Indore ..	..	2·73	21·62	6·89	15·69	8·66	3·77	6·56	4·30	28·04	1·74	..	..	14,782
Baroda ..	..	0·22	19·02	5·89	8·51	20·97	1·31	3·12	0·75	28·72	13·49	..	..	5,485
Mysore ..	0·87	19·24	28·35	14·45	7·81	7·48	6·84	6·92	5·76	0·19	2·09	..	..	7,313
Cochin ..	33·98	20·79	32·13	4·00	9·03	0·07	..	..	..	..	..	..	..	3,078
Travancore ..	5·16	39·23	54·05	0·64	0·92	..	..	..	..	..	..	..	..	1,086
Pudukota ..	..	46·36	42·36	6·41	2·91	1·46	..	..	..	..	..	..	..	343
													Total	1,41,209

APPENDIX XXXVI (b).

Summary frequency table showing average daily net earnings of Cotton Mill Workers in different centres in India (excluding Bombay Province).

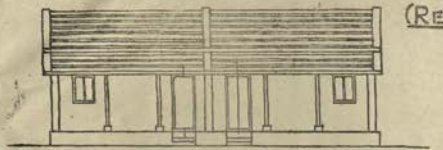
Name of centres.	Percentage to total.												
	Under 0-8-0.	0-8-0 & under 0-12-0.	0-12-0 & under Re. 1.	Re. 1 & ander Rs. 1-4-0.	Rs. 1-4-0 & under Rs. 1-8-0.	Rs. 1-8-0 & under Rs. 1-12-0.	Rs. 1-12-0 & under Rs. 2.	Rs. 2 & uuder Rs. 2-4-0.	Rs. 2-4-0 & under Rs. 2-8-0.	Rs. 2-8-0 & under 2-12-0.	Rs. 2-12-0 & under Rs. 3.	Rs. 3 and over.	Total No. of workers.
1	2	3	4	5	6	7	8	9	10	11	12	13	14
BRITISH INDIA.													
1. South India—													
Madras	..	..	..	..	7·41	61·67	6·01	5·08	3·63	1·65	3·12	1·43	6,455
Coimbatore	4·98	43·05	21·39	24·50	3·91	2·04	..	0·13	..	..	..	..	22,799
Madura	1·28	2·53	1·39	4·23	38·63	51·33	0·61	..	..	..	..	..	14,609
Ramnad	..	36·82	53·03	7·53	2·62	..	..	..	..	..	..	..	611
Ambasumadram ..	..	..	..	..	18·32	81·68	..	..	..	..	..	..	4,928
Tinnevelly	..	28·36	3·73	8·98	9·69	24·12	14·43	10·69	..	..	..	..	991
Gudiatham	25·14	56·72	13·23	4·91	..	..	..	..	..	..	..	..	529
Salem	24·28	48·03	26·38	1·31	..	..	..	..	..	..	..	..	762
Trichinapolly	..	69·01	29·47	1·52	..	..	..	..	..	..	..	..	526
2. U. P.—Cawnpore ..	..	0·18	0·89	2·36	3·38	13·34	25·14	12·36	20·62	19·40	2·10	0·23	21,992
3. C. P.—Nagpur	..	..	..	..	19·68	17·72	43·86	9·93	7·71	0·87	..	0·23	13,474
Akola	..	..	..	0·26	43·54	27·44	8·31	9·07	11·28	0·10	..	..	1,950
4. Delhi—Delhi	..	..	1·08	1·42	1·85	5·79	27·05	21·09	7·75	4·33	10·45	19·19	7,837
5. Punjab—Lahore ..	..	..	15·43	10·16	35·25	19·73	3·02	3·91	6·45	6·05	..	..	1,024
Lyallpur	..	..	..	..	..	32·55	4·38	22·11	40·96	..	..	..	2,329
6. Bengal	..	1·90	10·57	13·28	26·38	22·23	1·54	0·11	1·03	22·96	..	..	8,306
Indian States—													
Indore	..	..	..	..	..	0·49	24·68	25·52	12·19	18·85	18·27	..	14,782
Baroda	..	..	..	..	..	..	..	..	22·92	11·21	23·54	42·33	5,485
Mysore	5·88	7·26	23·02	24·75	16·16	14·33	6·32	2·28	..	..	..	..	7,313
Cochin	33·79	21·93	33·53	1·50	9·25	..	..	..	..	..	..	..	3,078
Travancore	6·26	49·45	43·65	0·64	..	..	..	..	..	..	..	..	1,086
Pudukota	5·25	74·64	9·33	6·41	2·91	1·46	..	..	..	..	..	..	343
												Total	1,41,209

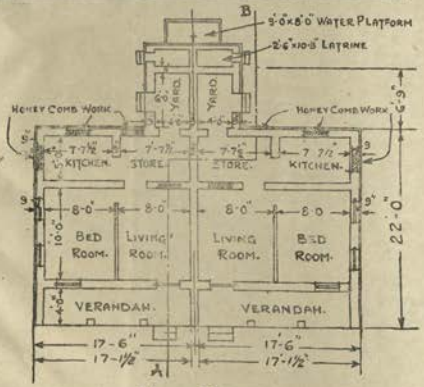
(REVISED) WORKERS QUARTERS. MADURA MILLS Co., Ltd.,

MADURA.

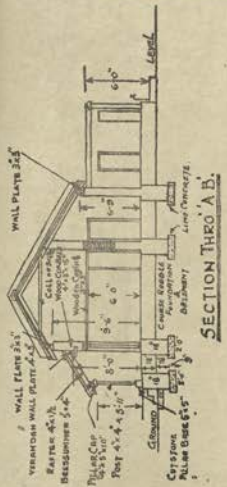
HARVEYPATTI

SCALE:- 1" = 10'-0"





BLOCK PLAN.



Site Plan Area 8240 Sq. Ft.

Each Site Consists of 2 Blocks.

Each Block Consists of 2 Houses.

Specification Approximate.

Foundation :- 9" Deep Lime Concrete.
1'-6" Coursed Rubble Masonry Foundation.
1'-6" Coursed Rubble Masonary Basement.

Superstructure :- Country Made Brick 9"×4½"×2½" in Lime Mortar Pillamarudu Wood Posts, Wall Plates, Bressummers, Collars, Rafters, Corbels and Reepers.

Roofing :—Cuilen Tiles.

Flooring :—½" Cement Over 3" Thick Pasumalai Jelly Concrete in Lime Mortar Over Sand Filling For Verandahs and Kitchens. Country Square Tiles (Madura) in Lime Mortar Over Sand Bed and Pointed Cement Mortar.

Doors and Windows :—Pillamarudu Wood Frames.

Country Stove and G. I. Chimney.

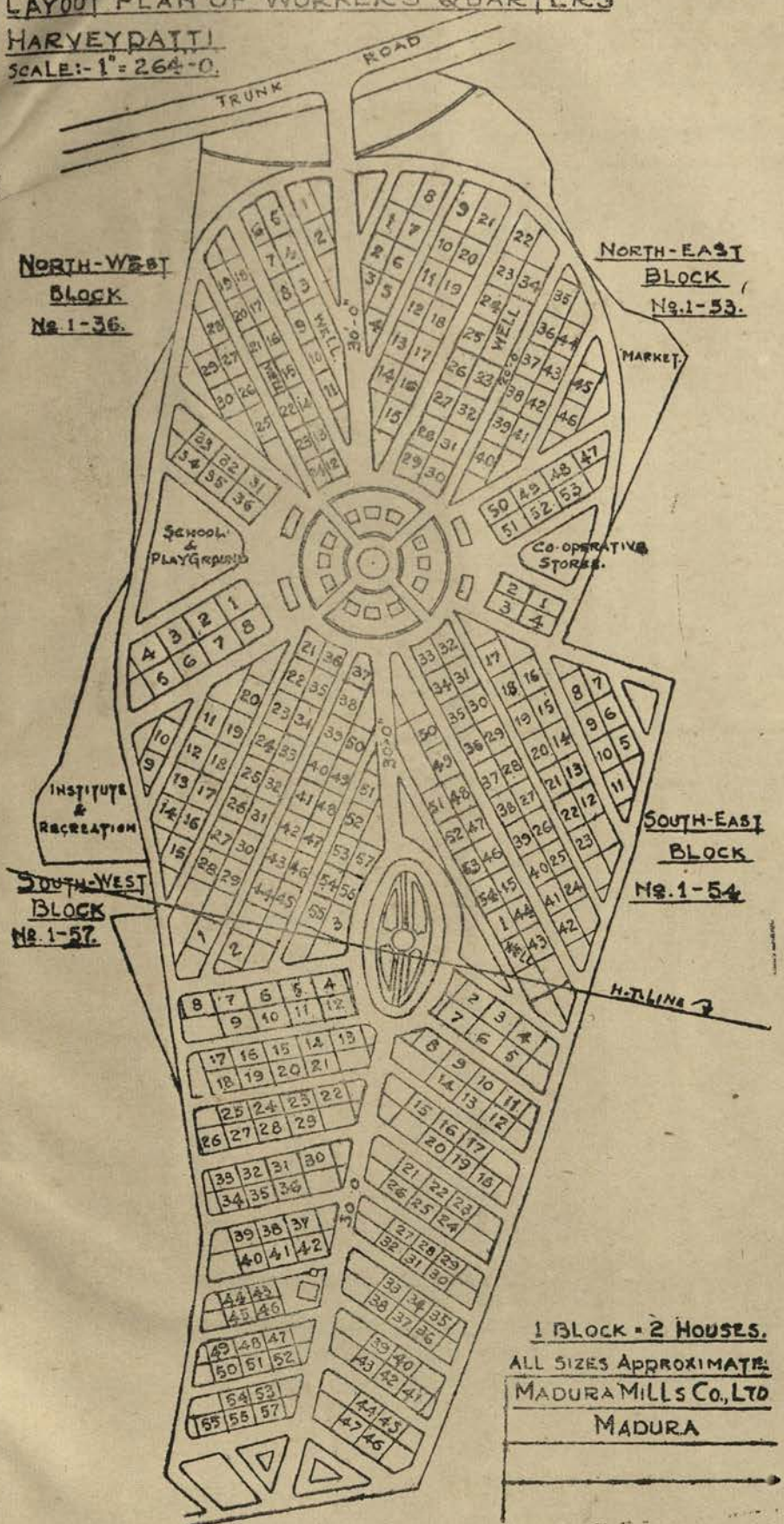
Hand Flush Latrine :—For Individual Houses.

ALL SIZES APPROXIMATE.

LAYOUT PLAN OF WORKER'S QUARTERS

HARVEYPATTI

SCALE:- 1" = 264'-0"



1 BLOCK = 2 HOUSES.

ALL SIZES APPROXIMATE.

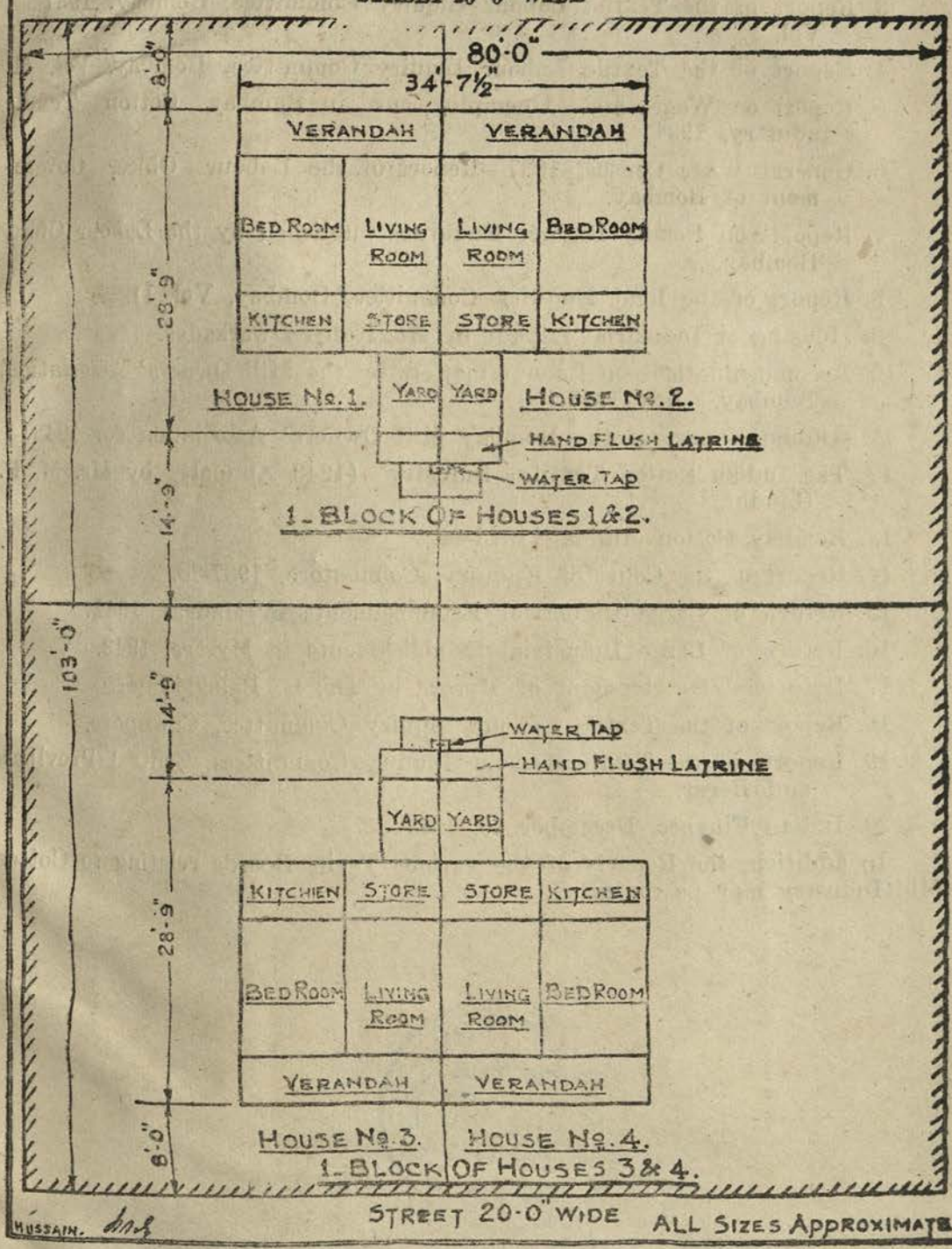
MADURA MILLS CO., LTD

MADURA

WORKERS' QUARTERS (REVISED)
HARVEYPATTI.
SITE PLAN OF 4 HOUSES.

SCALE:- 1" = 10'-0".

MADURA MILLS CO. LTD
MADURA.
DRG. No. H3/1944.
DATE:- 12-7-44.



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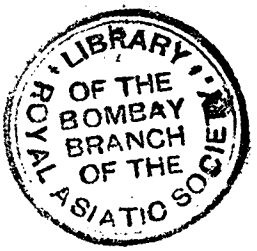

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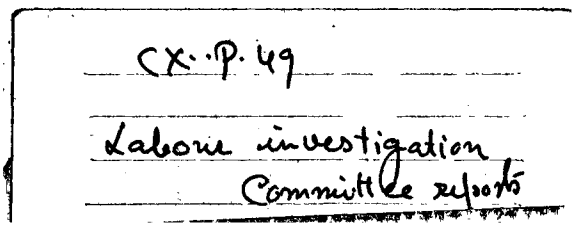

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